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ABSTRACT

This report consists of tabulations by county for the entire 1987 and 1988 population receiving Aid to Families with Dependent Children (AFDC) and the entire population in the Work Experience and Job Training (WEJT) and Community Work Experience (CWEP) programs in Wisconsin. The tables include a complete history of all reported earnings data for eight quarters beginning with the adult population on AFDC in 1987-1988. The report also includes a detailed description of both the WEJT and CWEP experience in 1987-1988, and traces the experience of programs that have expanded from an estimated $7 million in 1987 to an estimated $40-50 million in 1989-1990. Fourth quarter earnings are used as a benchmark of progress throughout this report. Measures of program impact include job retention, average wages, overall economic well-being, and welfare savings that result from participants finding long-term employment. Appendix A lists 1987-1989 WEJT county summaries and descriptions, and Appendix B includes tables and background information. (NLA)

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Employment & Training Institute

INTERIM REPORT TO THE WISCONSIN LEGISLATURE ON THE WEJT/CWEP EVALUATION

January, 1991

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INTERIM REPORT TO THE WISCONSIN LEGISLATURE

ON THE WEJT/CWEP EVALUATION

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JANUARY 1991 REPORT TO THE LEGISLATURE ON THE EVALUATION
OF WEJT/CWEP

Executive Summary

In June, 1988 the Wisconsin legislature authorized an independent evaluation of the Work Experience and Job Training Program and Community Work Experience Program (WEJT/CWEP) initiatives. As required by the Research Design, the University of Wisconsin-Milwaukee Employment & Training Institute is submitting a January, 1991 report on the WEJT/CWEP programs. This report should have been provided to the legislature in January 1990. However, delays on the part of the Department of Health and Social Services (DHSS) and the Department of Industry, Labor and Human Relations (DILHR) in providing necessary data have resulted in a postponement of this report until January, 1991. This report consists of tabulations by county for the entire 1987 and 1988 population on AFDC and the entire population in WEJT and CWEP programs. The tables include a complete history of all reported earnings data for eight quarters beginning with the first quarter of 1988 for all participants. The study includes the entire adult population (caseheads and spouses) on AFDC in 1987 and 1988. It is not a sample. It does not, however, include Milwaukee County because the county's WEJT program was not fully operational until 1989.

The report also includes a detailed description of both the WEJT and CWEP experience in 1987 and 1988, and traces the experience of programs which have expanded from an estimated $7 million in 1987 to an estimated $40 - $50 million in 1989 and 1990. The financial analysis is limited to those expenses reported by counties currently available through DHSS and does not include any state administrative costs, state wide contracts, or any 1989 expenses.

While this report does not make conclusions about the success or failure of the WEJT or CWEP programs, the tabulations do reveal important information on the employment experience of AFDC recipients and of WEJT/CWEP participants. Fourth Quarter 1989 earnings are used as a benchmark of progress throughout this report. However, they are only one measure of program impact and the final evaluation will include other important measures including job retention, average wages, overall economic well being and welfare savings which result from participants finding long-term employment.

- Most 1987 AFDC recipients who left AFDC and had earnings in the fourth quarter of 1989 do not appear to have been in any welfare employment program in 1987, 1988 or 1989. This is similar to the experience in other states, where much of the AFDC population finds employment regardless of participation in welfare employment programs.

- There is little overall difference in AFDC reduction or earnings between WEJT/CWEP participants and those not in the program. This is consistent with evaluation findings in other states where programs show only modest program impact. Final analysis will need to control for differences between WEJT/CWEP program participants and non-participants.

- To avoid problems of "creaming", the AFDC welfare employment program was designed to focus on the most difficult to serve population, those unlikely to find employment without some intervention. However, most 1987 and 1988 WEJT counties indicated that they served all mandatory recipients. As a result, many recipients were served who likely would have found employment

on their own. One indication of this is that the percent of AFDC clients without a high school diploma is the same for program participants and non-participants.

- The move to change the operation of welfare employment programs under WIN (Work Incentive Program) from a state-wide Job Service contract to county-controlled programs has resulted in a wide diversity of program goals, administration, target groups and costs. While this diversity has resulted in much experimentation and has increased the level of county participation, some counties have considerable start-up problems as well as only minimal use of required work supplementation and CWEP components. As a result, costs per participant vary widely across counties.

- There is much overlap between welfare employment programs and JTPA (the Job Training Partnership Act), Wisconsin's other large employment program for the economically disadvantaged. In some CWEP counties cooperation with JTPA appears to have resulted in increased use of JTPA to complement welfare employment program efforts. In other counties there were declines which may to some extent have been the result of fallout from competitive bidding for WEJT/CWEP programs.

- The Rock County 1987 WEJT had formal control and experimental groups which allowed comparison between those clients in the traditional WEOP model of job search and limited services, and those clients in the county-based WEJT programs with enhanced services. Examination of the 1987 population shows little difference in outcomes between the two approaches with the control group outperforming the experimental group in AFDC reduction and percent with earnings and off AFDC but not necessarily for average quarterly wages. However, these differences are not statistically significant and require further analysis. The evaluators found a third available comparison group within the 1987 Rock County population consisting of those AFDC clients in neither the experimental or control group. The make-up of this third group is systematically different than the experimentals and controls and includes those exempt from work programs because they have young children (56 percent), those exempt because they are already working (8 percent), as well as those not served by either the WEJT or WEOP programs. However, the outcomes for this third group with no treatment in 1987 are not dramatically different from the control and experimental groups.

- As the WEJT/CWEP program expanded from an estimated $7 million in 1987 to an estimated $50 million JOBS program in 1990, the DHSS administrative staff has remained very small. This understaffing may explain the lack of financial record keeping, participant outcome data and timely progress reports. As a result there was no accounting of expenses by county and administrative entities for Calendar Year 1989 as of January 1991. Furthermore, DHSS delayed instituting a client tracking system until January, 1990 which made it impossible to monitor program performance and participants' outcomes during the first 3 years of WEJT/CWEP. As a result, UW-ETI had to compile and edit over 60,000 client records, which were then verified by each county to establish how many participants there were in 1987 and 1988 and the types of program activities each participant received. This extremely time consuming task on the part of the evaluators and the counties would not have been necessary if the proposed client tracking system had been put in place as first scheduled.

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Appendix A: 1987 - 1989 WEJT County Summaries and WEJT Descriptions

Appendix B: Tables and Background Information

Introduction

The State of Wisconsin has operated welfare employment programs for AFDC recipients since the inception of the Work Incentive (WIN) Program in 1968. The components of the WIN program changed regularly throughout the 1970's and 1980's. Changes in the variety of services and participants served were dictated by decreases in federal appropriations so that by 1986 the program was limited to job search with little funding available for education, training or supportive services. Almost any education or training which occurred was in-kind through the federal Job Training Partnership Act (JTPA) or the Vocational, Technical, and Adult Education (VTAE) system. Until the introduction of the Work Experience and Job Training Program (WEJT) and the Community Work Experience Program (CWEP), the Department of Health and Social Services (DHSS) chose to subcontract all employment activities to Job Service, which operated a statewide sole source contract.

In 1987 WEJT/CWEP began as an attempt to restore training, education, and supportive services for AFDC recipients and to increase the level of participation by county departments of social services in welfare employment programs which had been absent since the early 1980's. During 1987, before many of the experimental WEJT/CWEP programs were fully up and running, the state DHSS began a rapid expansion of both WEJT and CWEP. Full administration of the AFDC employment program was shifted from Job Service through its statewide contract to DHSS. The number of counties in WEJT/CWEP as well as expenses for the new DHSS model of county controlled programs grew rapidly.

The challenge in evaluating AFDC employment programs is to determine the degree to which recipients leave AFDC and achieve economic independence as a result of the program, as distinguished from that portion of the population which would have left AFDC without intervention. This report shows that the majority of 1987 AFDC recipients who left AFDC and had earnings in the fourth quarter of 1989 were never in an AFDC work program and were never mandatory participants. It is likely that a large portion of AFDC WEJT/CWEP participants also would have left AFDC without the program. This is consistent with prior evaluations of welfare employment programs in other states which indicate that only a portion of participants leave AFDC and have earnings as a result of employment programs.

The current federal JOBS legislation recognizes this phenomenon and as a result requires states to target its services so that the resources of AFDC work programs are focused on those who can benefit most from participation in an AFDC work program. Diminishing state financial resources also provide incentives for state governments to effectively target services to those AFDC recipients most in need of assistance and least likely to find employment without assistance.

The first section of this report includes a description of the 1987 and 1988 AFDC population, those who left AFDC, the earnings for those who have left AFDC, and the participation of AFDC recipients in welfare employment programs. Data on both WEJT/CWEP counties and counties not participating in WEJT/CWEP in 1987 and 1988 are included, as required in the evaluation research design. Detailed tables on earnings and AFDC participation are included in the appendices for all counties for the 1987 and 1988 population.

The second section of this report provides an extensive description of the first two years of WEJT and CWEP. Program activities and expenses are detailed separately for the WEJT and CWEP projects which were fully operational in either 1987 or 1988. Summaries of each WEJT are included in the appendices for counties operating programs in 1987, 1988, or 1989.

The third section examines the overlap between the state's two employment and training programs, the Job Training Partnership Act (JTPA), and welfare employment programs operated by DHSS. Participants active in both welfare employment programs and JTPA programs are described, and issues of coordination are discussed.

This report does not make conclusions about the success or failure of the AFDC work programs initiated by the Department of Health and Social Service (DHSS). Because of delays on the part of the state in providing employment data, conclusions regarding program success or failure cannot be made until a more detailed analysis is conducted as specified in the evaluation research design. The tables on participant and non-participant experiences do, however, seem to be consistent with evaluations of welfare employment programs conducted in other states where the outcomes of such programs do not show dramatic results for the treatment group, particularly in an improving economy.

This report is limited to those counties which had programs up and running in either 1987 or 1988 so that earnings could be tracked for at least one year after program operation. As a result, Milwaukee County has not been included in this report. DHSS does not have figures for total expenses including administration and statewide contracts for 1987 and 1988 broken out by county so that financial analysis of program expenses is limited to reported county expenses for 1987 and 1988 taken from the Community Aids Reporting System. Additionally, DHSS did not have complete data on expenses for Calendar Year 1989 as of January 1991, so that a description of the 1989 program will be delayed until expenses are compiled. State officials estimate that expenses in 1989 may be as high as $45 million and reach $50 million in 1990, a dramatic increase from an estimated $7 million expended for WEJT/CWEP in 1987. Finally, the tables in this report should have been provided to the Legislature in January, 1990, but a 15 month delay by the Department of Industry, Labor and Human Relations (DILHR) in providing the required employment data set back the evaluation project timetable considerably.

Departure Rates and Earnings for AFDC Recipients

The evaluation of the WEJT/CWEP is designed to measure the effectiveness of programs to increase the long term economic well-being of AFDC recipients and to calculate the welfare savings which will result from increased earnings. The evaluation will also examine the impact of education, training and supportive services in assisting recipients to achieve economic independence. This report is limited to describing the earnings outcomes for both WEJT/CWEP participants and those not in the program, and does not address the impact of these programs. The final evaluation report due in 1993 will include findings on program impact. None of the charts and tables in this report include Milwaukee County.

To gain some insight into the earnings experience of 1987 and 1988 AFDC recipients, the fourth quarter 1989 experience is used to show the AFDC departure rates and earnings for WEJT/CWEP participants and those not participating in a WEJT/CWEP project. As shown below, the overall experience of AFDC participants in WEJT/CWEP is not that different from the experience of the population not in WEJT/CWEP. The overall experience of the AFDC population after two years shows that while almost two-thirds of 1987 recipients left AFDC, only one-third had reported earnings. Of the 1987 AFDC recipients not in WEJT/CWEP, 62 percent were no longer on AFDC by the fourth quarter of 1989, while 37 percent had reported earnings and were off AFDC as well. For 1987 WEJT/CWEP participants, 64 percent had left AFDC and 34 percent reported earnings as well. For the 1988 AFDC population, half the recipients left AFDC after one year while less than one-third had earnings as well, with the WEJT/CWEP population posting lower rates than those not in the program. The population leaving AFDC without earnings could include some participants who left the state, are living with a spouse who had earnings, or had unreported cash earnings. The low percent of those leaving AFDC and having earnings is also affected by the database used which measures only reported earnings within the State of Wisconsin and does not include cash transfers and some categories of domestic and agricultural employment.

		Fourth Quarter of 1989	
		% Off AFDC	% Off AFDC with Earnings
1987 AFDC Recipients - in WEJT/CWEP in 1987	(N = 3,728)	64%	34%
1987 AFDC Recipients - not in WEJT/CWEP in 1987	(N = 86,000)	62%	37%
1988 AFDC Recipients - in WEJT/CWEP in 1988	(N = 11,554)	46%	26%
1988 AFDC Recipients - not in WEJT/CWEP in 1988	(N = 67,536)	52%	31%

There are important differences between the populations which should be considered in making comparisons. While both populations have the same proportion of high school non-completers, the WEJT/CWEP population has a higher proportion of long-term welfare recipients than the non-WEJT/CWEP population. However, the WEJT/CWEP population has an over-representation of AFDC-U cases in which two spouses are present in the household, as evidenced by the higher percent of males in the program. State officials also maintain that WEJT/CWEP

participants are more likely to be enrolled in education and training programs thus delaying their entry into the labor market, and that only longer term evaluations will show the impact of these training programs.

	% with Less Than 12 Yrs. Schooling	% on AFDC Two or More Years	% Male
1987 WEJT/CWEP Participants	37%	62%	43%
1987 AFDC Recipients not in WEJT/CWEP	38%	53%	24%
1988 WEJT/CWEP Participants	42%	66%	33%
1988 AFDC Recipients not in WEJT/CWEP	41%	55%	21%

Additionally, the non-participant population includes AFDC recipients exempt from work programs because they have very young children. This population is unlikely to be seeking employment. Also included in the non-participant population are those exempt from participation because they are already employed. And finally, those enrolled in the WEOP program are also included in the non-participant population. Subsequent evaluation reports will control for these differences.

Participation in Welfare Employment Programs

Recent evaluations of welfare employment programs throughout the United States point out that most AFDC recipients find employment regardless of participation in employment programs. The Wisconsin 1987 AFDC population is useful in demonstrating this phenomenon because most 1987 recipients were never active in a welfare employment program. This occurred for a variety of reasons. First, many smaller counties did not have welfare employment programs operating during 1987 and 1988. Second, even in counties operating welfare employment programs where participation was mandatory, exemptions were allowed for recipients with young children and those already working. Third, for those counties with employment programs, many mandatory participants were referred to work programs but were never active.

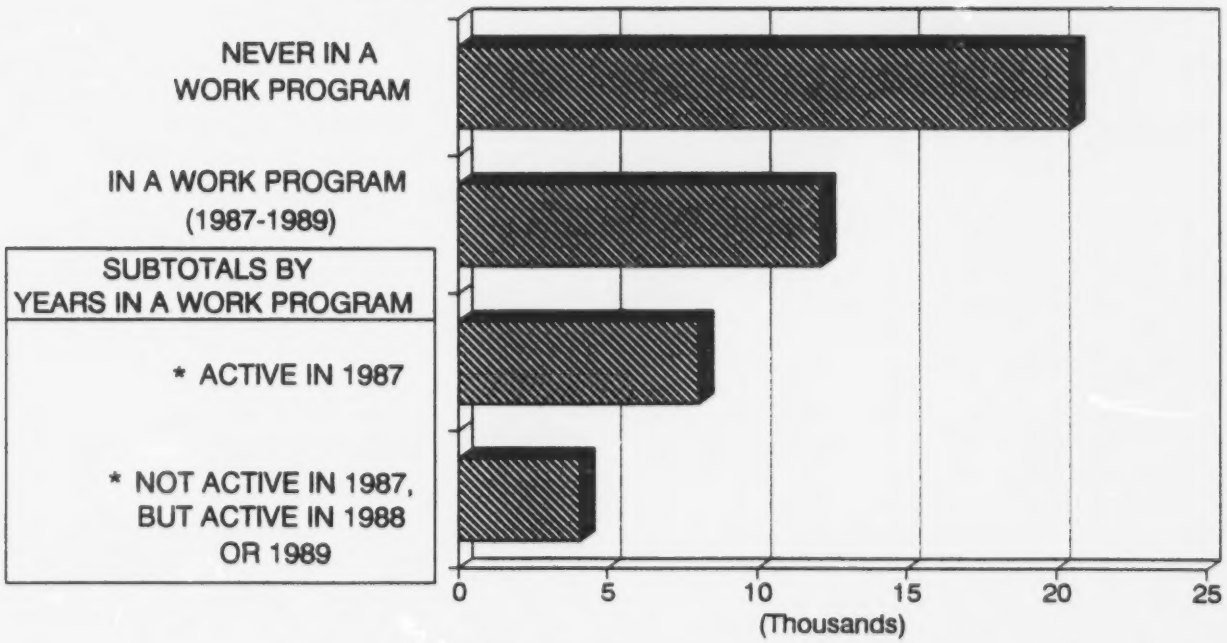
During the time the WEJT/CWEP program began in 1987 and during its expansion in 1988 and 1989, the State DHSS continued to operate the Wisconsin Employment Opportunities Program (WEOP) in 23 counties. A total of 32 counties were operating welfare employment programs in 1987 either under WEJT/CWEP, WEOP, or both. However, the number of counties operating welfare employment programs increased to all 72 counties by 1989 so that 1987 AFDC recipients could have been enrolled in these programs in 1987, 1988, or 1989 if one of these programs was operating in their county.

While many 1987 recipients in welfare employment programs found jobs and left AFDC, a much larger number found jobs without the program. By December 1989, two years after being on AFDC, the 1987 population could be characterized as "successful" if they left AFDC and had earnings as well. In the fourth quarter of 1989, 32,704 1987 AFDC recipients had earnings and were off AFDC. The majority (20,529) of these adults who left AFDC and had earnings were never active in a welfare employment program either under WEJT/CWEP or WEOP.

The following graph details the 1987 adult AFDC recipients who left AFDC and had earnings in the fourth quarter of 1989 by their participation in welfare employment programs. Additionally, as the tables in the appendices indicate, a majority of the 1987 adult AFDC recipients were never required to be mandatory participants in a work program either because their county was not operating a welfare employment program or because they were exempt from participation. If the Wisconsin experience is the same as other states, it is likely that most adults participating in work programs left AFDC and had earnings regardless of the program. The challenge for both the program operators and the evaluators is to determine the degree to which programs are successful with those AFDC clients who would not have found employment and left AFDC without some assistance.

1987 ADULT WELFARE RECIPIENTS THOSE WHO LEFT AFDC AND HAD EARNINGS IN THE 4TH QUARTER OF 1989

BY PARTICIPATION IN WORK PROGRAMS



NUMBER OFF AFDC AND WORKING IN THE 4TH QUARTER OF 1989

The 1987 Rock County Experience

The phenomenon that most 1987 AFDC recipients left AFDC and had earnings without being in a welfare employment program is further evidenced in the Rock County experience. Rock County is used here to describe the impact of WEJT because it was the only 1987 WEJT to use randomly assigned control and experimental groups. Clients were randomly assigned to the new WEJT program with expanded services or to a group which received the traditional WEOP services limited to Job Search. A third group was found and incorporated into the analysis which included those who were in neither the experimental or control group, made up of the population exempt from AFDC work programs, or mandatory but not active in either program.

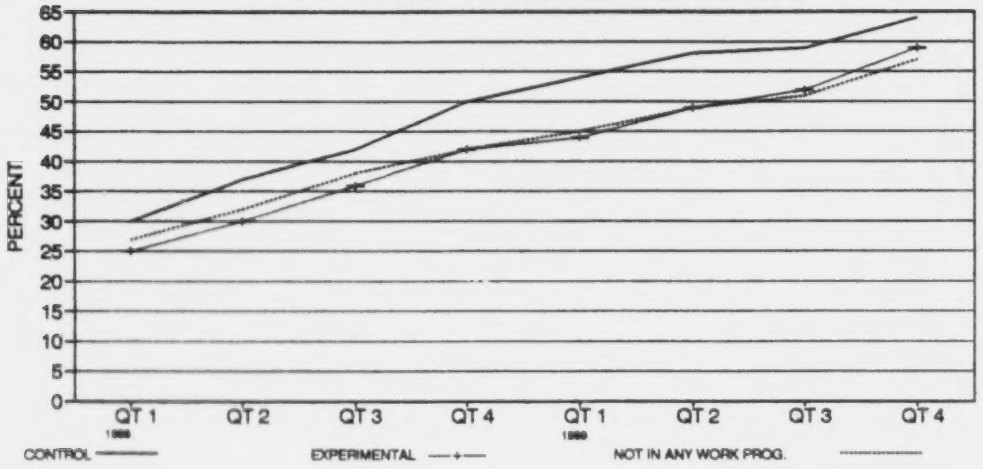
Although the characteristics of the populations of controls and experimentals are equivalent (see appendix), the third group is very different because over half of the group is made up of recipients who had young children and were therefore exempt from participation in work programs, while the experimental and control groups included few participants with young children. Furthermore, this third group also included participants (8 percent) who were exempt from work programs because they were already employed. The graphs on the following page are helpful in identifying that portion of the 1987 population leaving AFDC with earnings who were not active in work programs in 1987. The 1987 population is used here because it allows examination of the program nine quarters after participants were active. Most welfare employment evaluations suggest that the impact of effective education and training programs show up only several years after program completion.

Of the 4,961 Rock County adults who were AFDC recipients in 1987, 550 were in WEJT, 572 were active in the WEOP control group, and the balance were not active in either group in 1987 or were exempt from participating. However, individuals in these groups may have been active in a work program in 1988 and/or 1989.

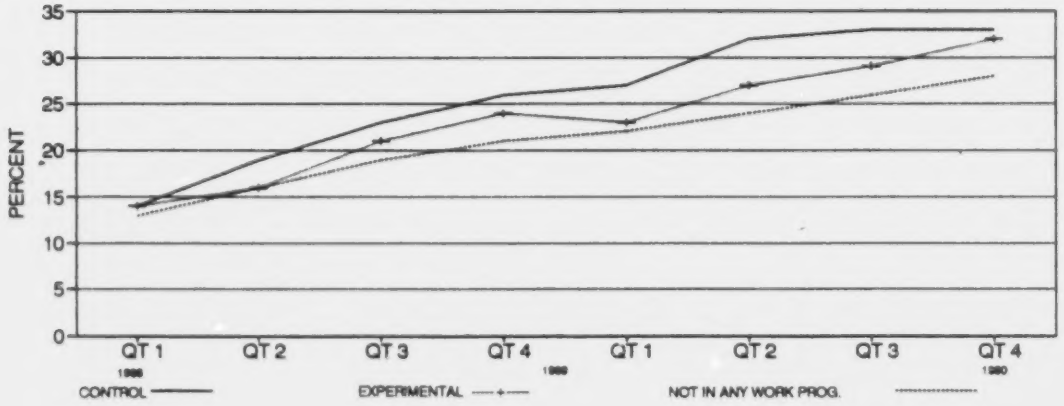
The graphs on the following page detail the AFDC departure rates, percent with earnings and off AFDC, and average wage for those off AFDC in each of the three groups. Clearly, the population not in either program in 1987 does not appear to do much worse than the WEOP and WEJT participants, and the WEOP control group does better than the WEJT experimental group in the percent leaving AFDC and the percent with earnings and off AFDC, but not necessarily for average quarterly wages. However, these results are not statistically significant. Conclusions on the impact of these programs cannot be made because all the variables necessary to evaluate the program have yet to be incorporated. These include presence of a spouse, age of the children and the presence of child support. Furthermore, while the Rock County WEJT programs may not be successful with the overall population, they may be effective with certain target groups which participate in education or training. This is a common finding in evaluations of welfare employment programs.

In 1987, data for experimental and control group populations in Rock County were maintained on two different client tracking systems. The experimentals were tracked on the JTPA system and the controls were recorded on the WIDS system. Evaluators were able to identify individuals assigned to the experimental group and to the control group using both systems. However, in 1988 both the experimentals and the controls were tracked on the WIDS system, but the computer

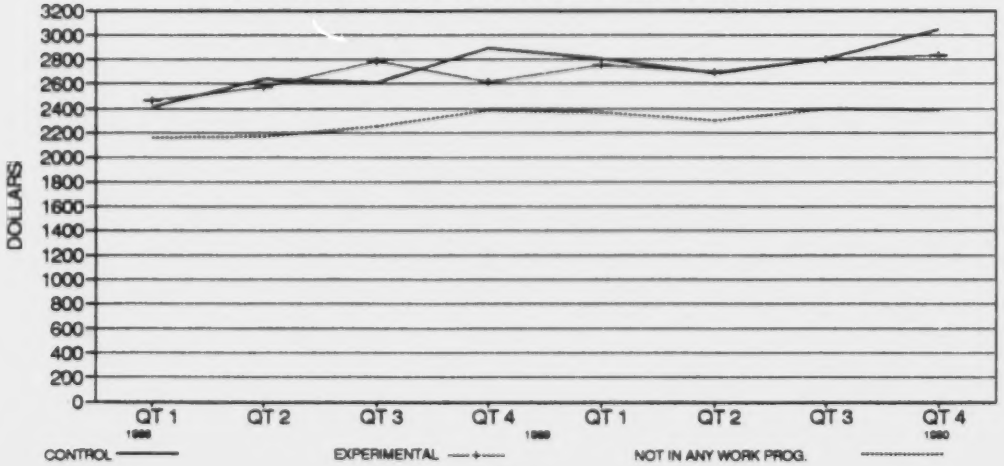
1987 ROCK COUNTY PERCENT OFF AFDC



1987 ROCK COUNTY PERCENT OFF AFDC WITH EARNINGS



1987 ROCK COUNTY AVERAGE WAGES



system did not allow WEJT staff to record whether clients were experimentals or controls. Rock County staff reviewed 1988 files of participants in Spring and Summer of 1990 for this evaluation but were not able to accurately determine at that time which participants were experimentals and which were controls. As a result, the 1,758 participants identified as Rock County WEJT participants in 1988 also include as many as 400 to 500 controls who received WEOP job search services.

Targeting Resources to Those Most Likely to Need Services

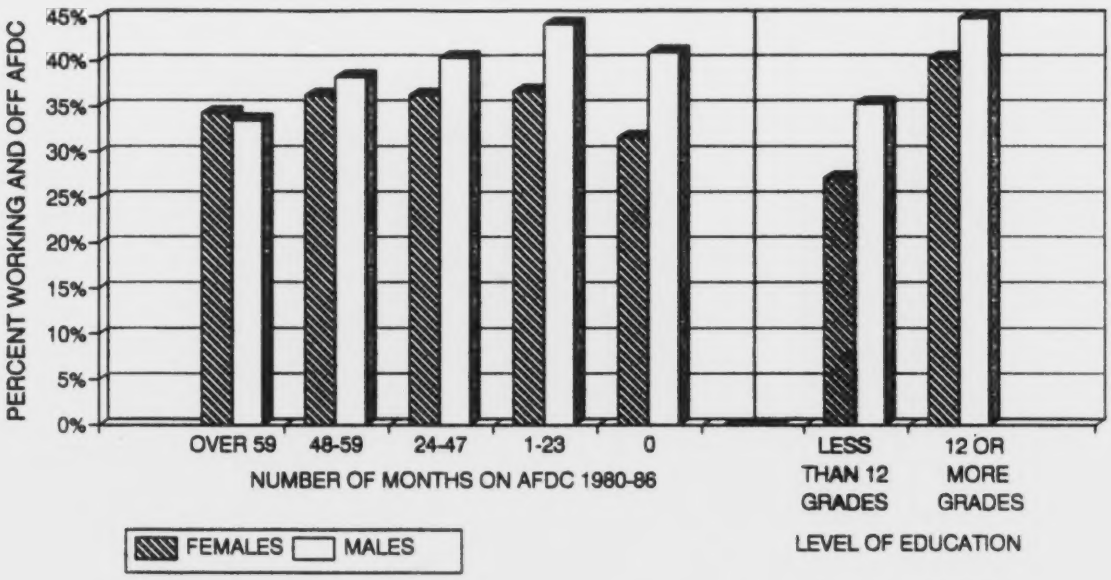
Targeting education and training resources in welfare employment programs is necessary to most effectively intervene with those AFDC recipients most likely to remain on aid without some intervention. The 1987 adult AFDC population not in WEJT/CWEP (N = 86,000) is used here to show the success of recipients by three factors commonly used in welfare employment programs to define target groups, i.e., level of education, length of time on AFDC, and sex.

Sex and level of education are clearly factors affecting rates at which AFDC clients leave AFDC and have earnings. Using the fourth quarter, 1989 experience the graphs on the following pages show that for men and women the population with at least 12 grades of school completed have higher labor force participation rates than those without a high school education, with women having a 13 percent higher rate and men a 10 percent higher rate. Education also makes a difference in average earnings where women earn $441 more and men $404 more per quarter than those without a high school diploma. However, average earnings for men and women who are working and off AFDC show the same wage disparity as in the general population in which average earnings for women are about two-thirds of that for men.

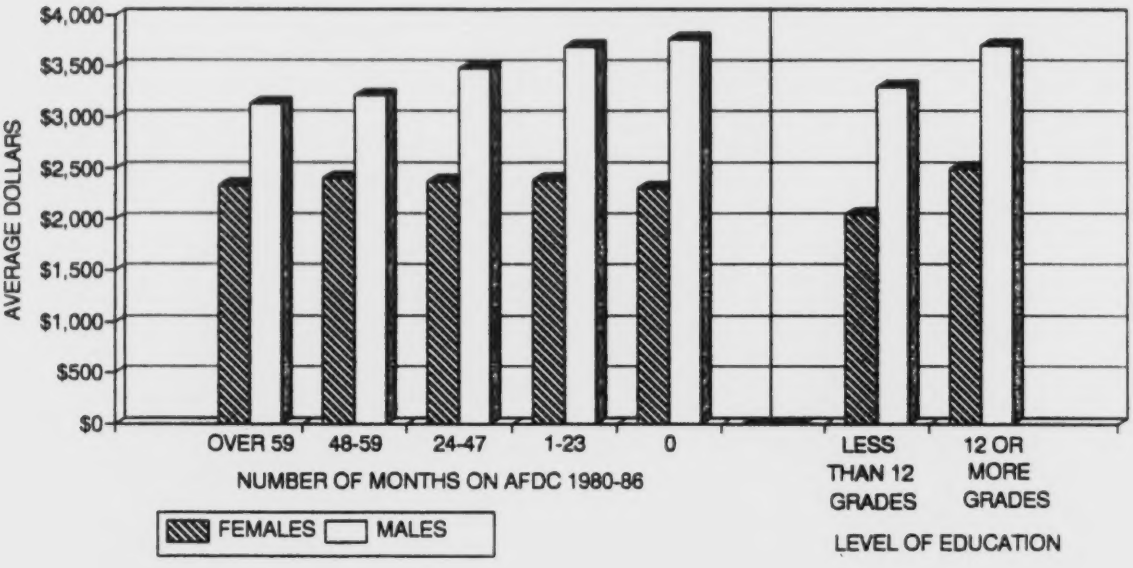
The effect of the length of time on AFDC appears to have much less of an impact on labor force participation than anticipated. AFDC employment programs commonly use the population of long-term welfare participants as a target group. However, length of time on AFDC appears to make a difference only for males, where labor force participation and average earnings rise consistently as the length of time on AFDC previous to 1987 decreases. Subsequent analysis will consider other important demographic data in identifying additional subpopulations for analysis including presence of a spouse, child support, reasons for leaving AFDC, and age of the youngest child.

Most evaluations of welfare employment programs use state reported earnings data to measure both outcomes and the impact of programs on subpopulations of clients. The current evaluation effort being conducted on the WEJT/CWEP program uses this same database in Wisconsin to track the earnings of AFDC recipients in order to gauge program success for most of the target group populations identified for welfare employment programs. Quarterly earnings for AFDC recipients are combined with the recipients' AFDC history to determine labor force participation, average earnings, and AFDC departure rates. Complete tabulations of AFDC departure rates and quarterly earnings are included in the appendices along with a discussion of the databases being used.

1987 AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT WORKING AND OFF AFDC IN 4TH QT 1989
BY NUMBER OF MONTHS ON AFDC 1980-86, SEX, AND LEVEL OF EDUCATION



1987 AFDC RECIPIENTS NOT IN WEJT/CWEP
AVERAGE EARNINGS IN 4TH QUARTER 1989
FOR THOSE OFF AFDC
BY NUMBER OF MONTHS ON AFDC 1980-86, SEX, AND LEVEL OF EDUCATION



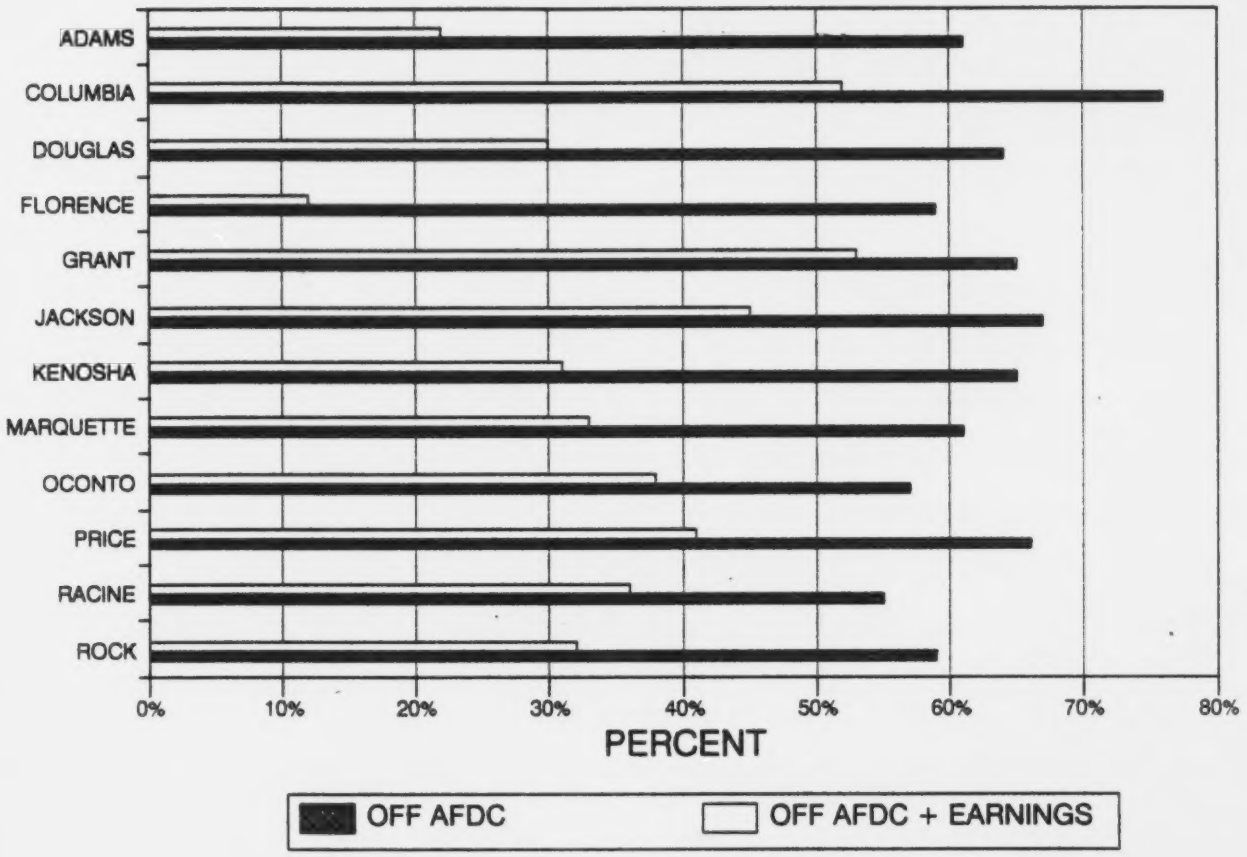
Outcomes Vary by County and by WEJT/CWEP Administrative Entity

As anticipated, outcomes vary by county both for the percent leaving AFDC overall and the percent leaving AFDC with earnings. These differences are not easily explained and will be the focus of continuing evaluation work during the next year. Some likely explanations include local labor market conditions, differences in the demographic composition of county AFDC populations, the historical participation of counties in AFDC work programs, variations in local administration of AFDC income maintenance programs, and the quality of programs. Another important factor for some counties bordering on other states is the database used for determining earned income which is limited only to reported income in the State of Wisconsin. Douglas and Marinette Counties, for example, may show lower percents working if a portion of the population is going across the Wisconsin border to work, in which case out-of-state earnings are not captured. Furthermore, some WEJT/CWEP counties enroll participants in long-term education and training programs and this may affect the number of clients leaving AFDC with earnings. For all of these reasons, comparisons across counties are problematic. The graphs on the following pages are presented here to provide counties with baseline outcome data on their population both for 1987 and 1988 WEJT/CWEP participants and for counties without a WEJT/CWEP program in 1987 or 1988 to assist them in program planning.

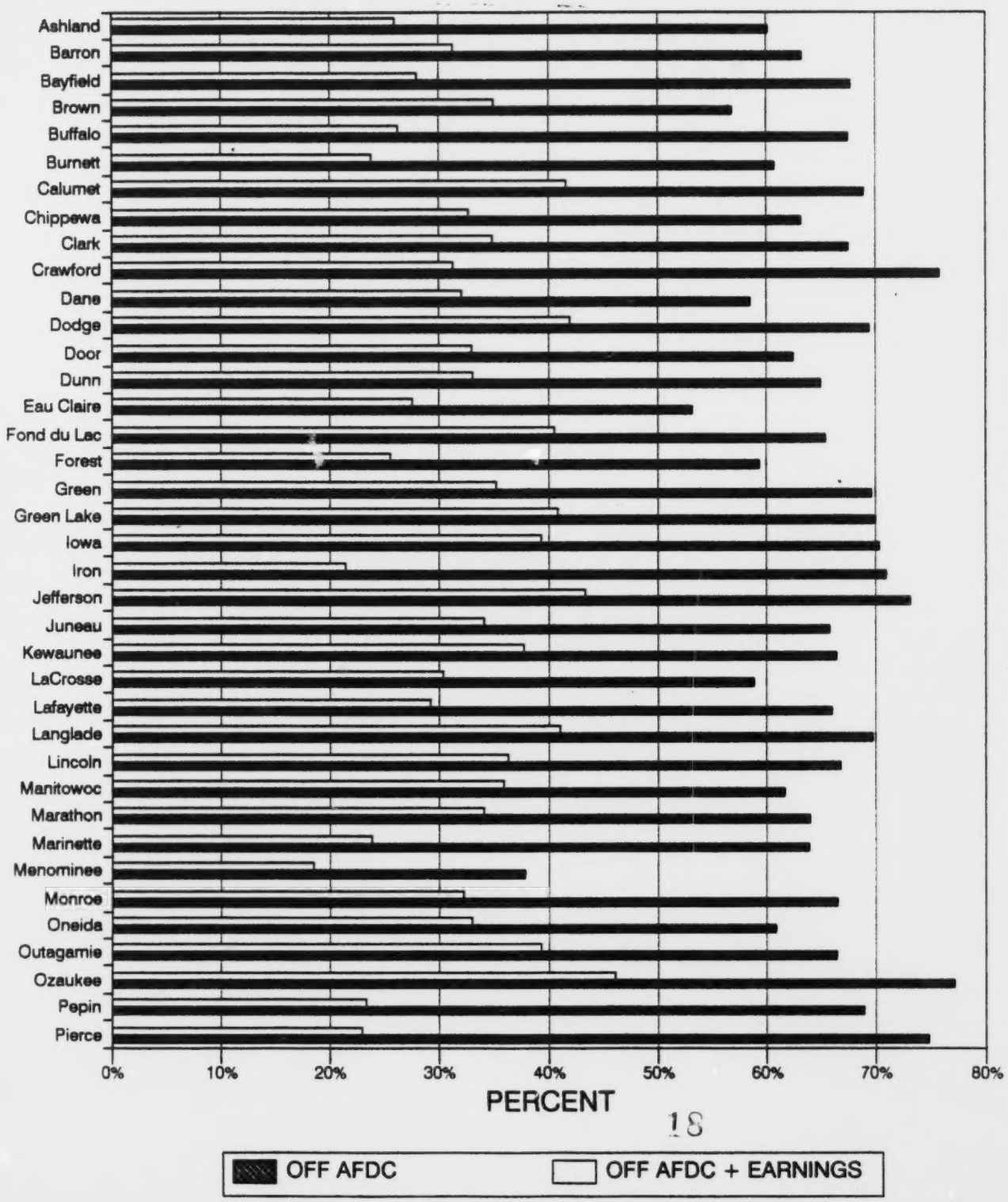
The graphs on the following pages use fourth quarter 1989 data to provide a snapshot of the county-by-county employment and AFDC experience of 1987 and 1988 WEJT/CWEP participants and AFDC recipients in counties not operating a WEJT/CWEP program. While most of the 1987 and 1988 population leave AFDC, only a portion of those leaving show earnings in the fourth quarter of 1989. The variation in the percent off AFDC and percent off AFDC with earnings for counties can be seen for WEJT/CWEP participants as well as for AFDC recipients in counties not operating a WEJT/CWEP program.

While the experience of WEJT/CWEP participants looks similar to the experience of AFDC recipients in counties not in WEJT/CWEP, the populations are very different. The WEJT/CWEP participants in 1987 and 1988 include only that portion of the AFDC program required to participate or volunteering to participate in WEJT/CWEP. For the most part, it is made up of AFDC recipients for whom participation in the program is mandatory and who do not have young children. The graphs for counties not in WEJT/CWEP include all AFDC participants, including those exempt from work programs because they have young children and those exempt because they are already working. Additionally, some of the non-WEJT/CWEP counties were operating a job search program with Job Service under WEOP, and this population is also included in the non-WEJT/CWEP counties.

THE 1987 WEJT/CWEP POPULATION
4TH QUARTER 1989 EXPERIENCE



THE 1987 COUNTIES AND TRIBES WITHOUT A WEJT/CWEP PROJECT 4TH QUARTER 1989 EXPERIENCE



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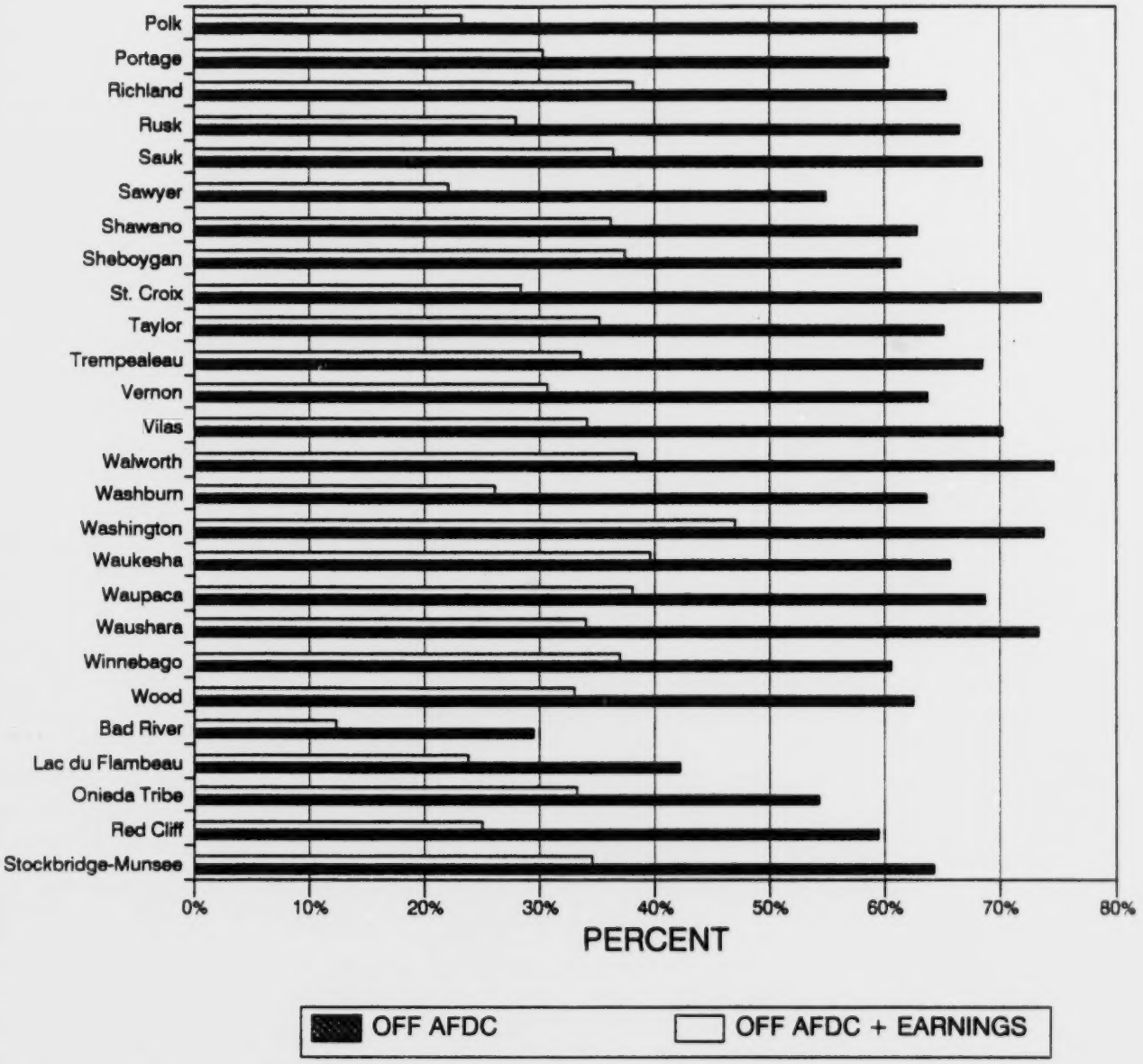
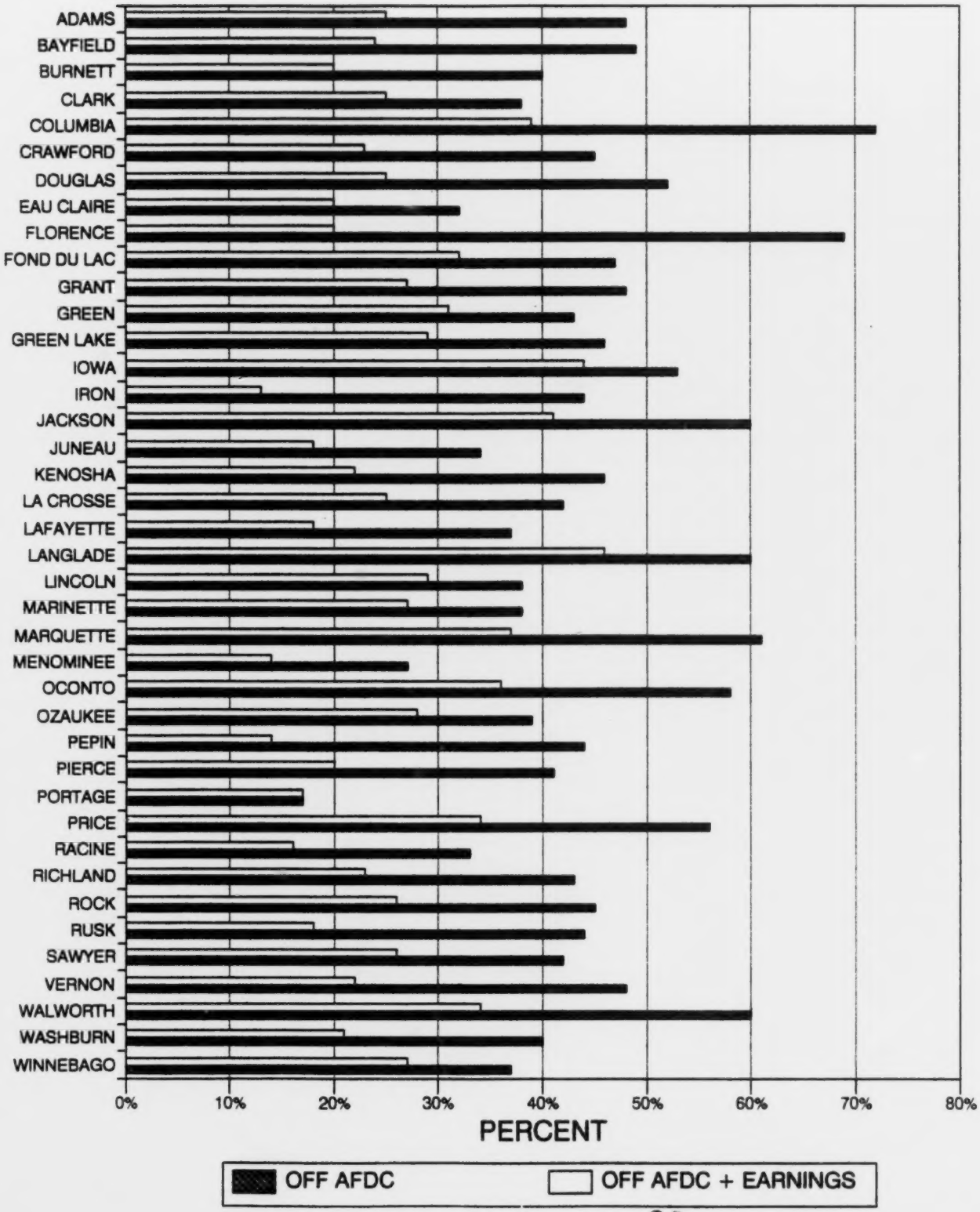
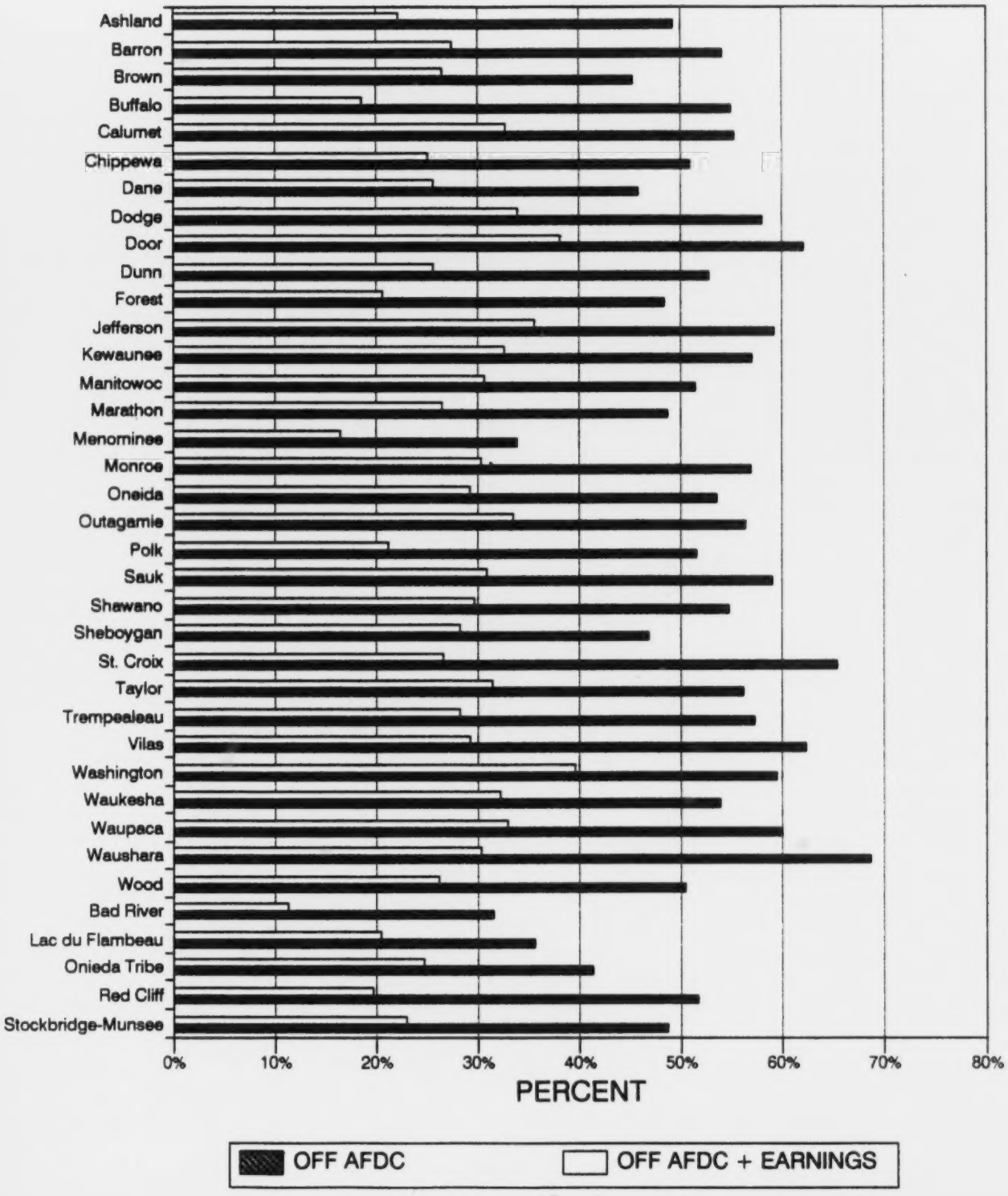
THE 1987 COUNTIES AND TRIBES WITHOUT A WEJT/CWEP PROJECT 4TH QUARTER 1989 EXPERIENCE



THE 1988 WEJT/CWEP POPULATION
4TH QUARTER 1989 EXPERIENCE



THE 1988 COUNTIES AND TRIBES WITHOUT A WEJT/CWEP PROJECT 4TH QUARTER 1989 EXPERIENCE



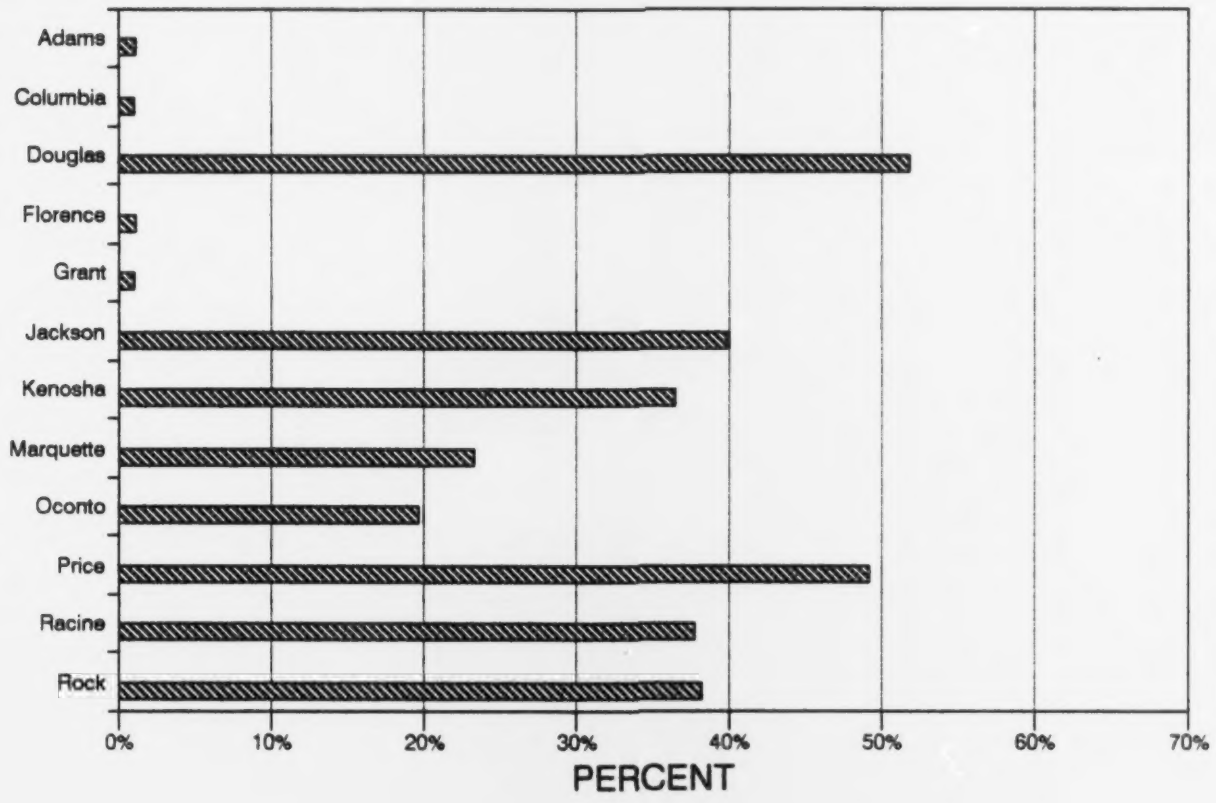
Work Status of AFDC Caseheads and Spouses

The graphs on the following pages show the percent of AFDC recipients in WEJT/CWEP counties who were required to participate in welfare employment programs. The wide variation in the percent in mandatory status is due to a variety of factors which make comparisons across counties difficult. These factors may include: variation in sanction and exemption practices by counties, local labor market conditions, prior participation in employment programs and demographic differences in the make-up of local AFDC populations.

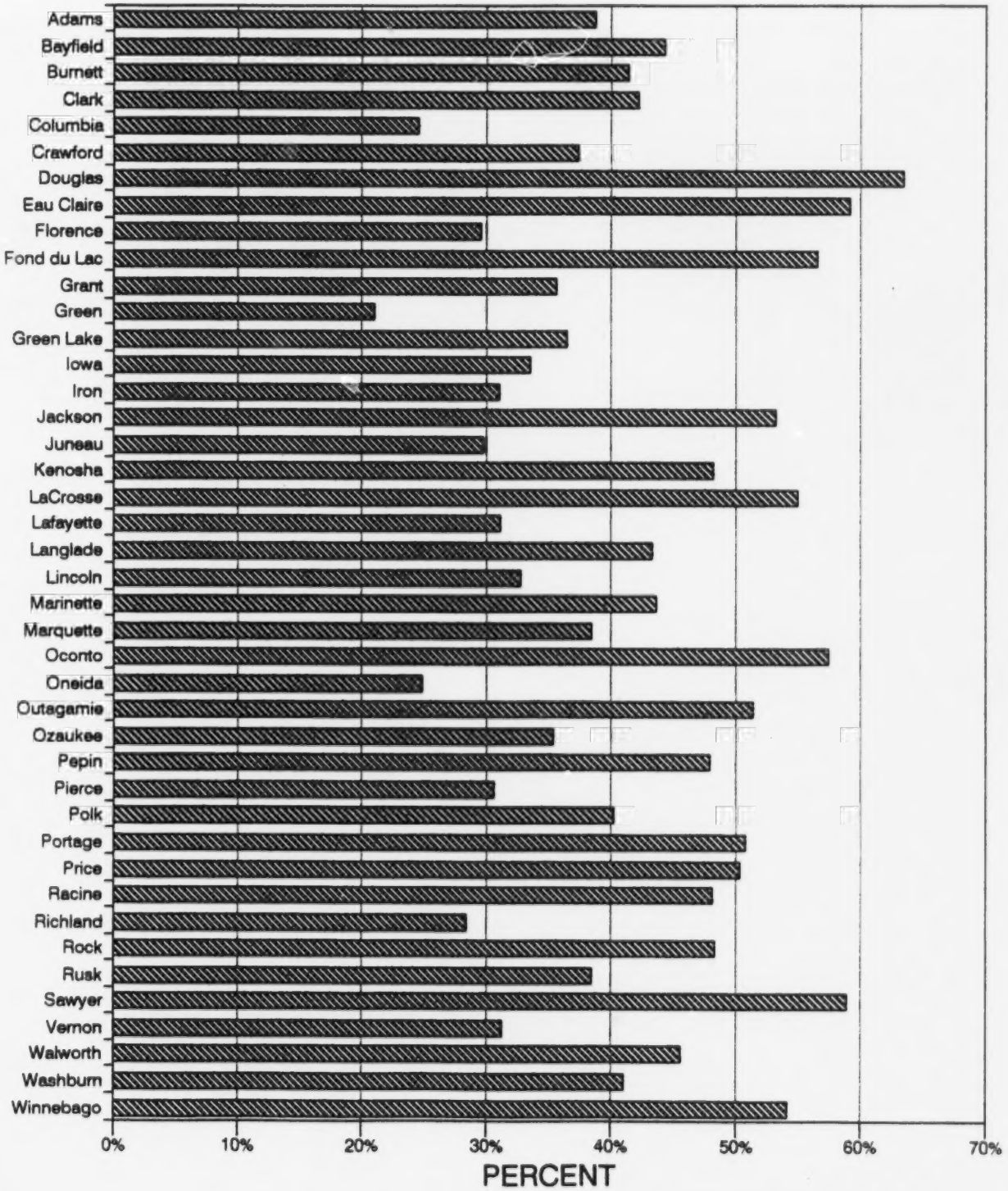
The starting point for clients in AFDC work programs is the review of participants by an income maintenance worker, who manages the ongoing eligibility status of the AFDC case. Each AFDC participant's status is reviewed to determine whether or not the individual is required to participate in a work program. This determination is made once the county enters into an agreement with DHSS to operate a work program. For those counties without a work program, the work status codes should not be used; however, in many instances there are codes entered. Once a county begins operation of a work program, each new AFDC applicant is reviewed for possible participation in the work program. The work status of existing clients is to be determined at the six-month review of the case. Some of the variations in work program status by county may be due to lags in the entry of status at the six-month review. The very low percent of mandatories in Adams, Columbia, Florence and Grant Counties may be due to the fact that these counties did not have a WEOP employment program in operation in 1986 or 1987 and lags occurred in assigning work program status during the first year of CWEP. A complete description of work status codes for each county for 1987 and 1988 is included in the appendices.

An examination of the tables on Work Program Status by County in the appendices reveals that practices vary by county apparently due to local policies and interpretation of welfare law and the prior experience and training of income maintenance workers. Anecdotal evidence suggests that some counties simply do not exempt participants for living too far from work programs. The DHSS policy states that workers should "exempt anyone who cannot get to the work program office within one hour and with private and public transportation which is available on a regular basis." Other variations may be explained by the fact that some counties are not participating in work programs, while others which have just begun a work program have not reviewed their entire caseload during the required client six-month reviews. However, an analysis of those counties that have had a WEOP, WEJT or CWEP program operating reveals a range of mandatory and exempt codes. This wide variation makes county to county comparisons inappropriate and may require modification of the evaluation to include this experience.

1987 WEJT/CWEP COUNTIES
PERCENT OF AFDC RECIPIENTS WHO WERE MANDATORY IN ANY QUARTER OF 1987



1988 WEJT/CWEP COUNTIES
PERCENT OF AFDC RECIPIENTS WHO WERE MANDATORY IN ANY QUARTER OF 1988



WORK EXPERIENCE AND JOB TRAINING PROGRAM

WEJT HISTORY

In the Summer of 1985, the State Legislature passed Wisconsin Act 29, the biennial budget for 1985-87. A total of $6.3 million was authorized in the budget for the development of a new employment and training program. Prior to this, Wisconsin had been participating in the federal Work Incentive program (WIN). Later, in 1983, Wisconsin began an offshoot, a WIN-demonstration project, which became known as the Wisconsin Employment Opportunities Program (WEOP) and was operated by Job Service, a division of the Department of Industry, Labor and Human Relations. The goal of WEOP was to provide an array of services including employment search, training options, and support services. Due to funding cuts at the federal level, WEOP became primarily an employment search program.

When the money was appropriated for the new employment and training program, the legislature directed the Department of Health and Social Services (DHSS) to develop a plan for the expenditure of these funds. In particular, there was interest in devising a program that required welfare recipients to work off their grant. The department developed a plan, but a number of legislative hearings ensued to discuss the new initiative. The legislature later reduced the funding for the new program to $2 million as part of the budget readjustment act, Wisconsin Act 120.

In April, 1986, after many months of deliberations, the legislature passed Wisconsin Act 285 which formally set-up the Work Experience and Job Training program (WEJT). The legislation called for WEJT to be implemented as a pilot project in 2 or more counties. One of the pilots was to give priority to mandatory clients while the other was to give priority to AFDC recipients who volunteered for the program. If a third county was chosen, it would have to be a non-WEOP, rural county. Five counties were eventually chosen with Racine County serving the volunteers and Kenosha County serving the mandatory participants. Jackson County was selected as the non-WEOP, rural county and Douglas and Rock Counties were added to bring the total to five pilot counties. Though the legislation required that the pilots begin implementation by January 1, 1987, not all were able to begin program operation by that date. Kenosha and Rock Counties began by January, Jackson County followed in March, Douglas County in July and Racine County in August, 1987.

In 1988, WEJT was expanded to include two new groups of counties in addition to the pilots. Some of the counties in these later WEJT groups believed they were too small to operate their own program. The result was the formation of a number of consortium arrangements whereby two or more counties linked up to share costs and services. Phase two, with implementation scheduled for early to mid 1988 included Brown County/Oneida Tribe Consortium, Eau Claire County, Grant/Green/Iowa/Lafayette/Richland Consortium, Crawford/Juneau/Vernon Consortium, and Winnebago/Green Lake Consortium. The Brown County/Oneida Tribe WEJT was not fully operational until 1989.

Phase three implementation, scheduled for late 1988 included Dane County, Dodge/Jefferson Consortium, Fond du Lac, La Crosse, Marathon, Waukesha, and Wood Counties. Most of the program activities for these counties did not begin until 1989. Consequently, the costs they may show for 1988 are primarily start-up

costs as there was little chance in 1988 to register program participants for that year.

While the Department of Health and Social Services was required to develop administrative rules for WEJT, the legislation specified a number of types of programs that were to be part of WEJT. Each pilot program, according to legislative language, was expected to provide the following services:

1. Enrollment, assessment and job search, including:
   a. Registration and case review
   b. Remedial education
   c. Independent job search
   d. Group job search
   e. Employability assessment

2. Subsidized employment, including:
   a. On-the-job training
   b. Grant diversion
   c. Work skills experience

3. Job training, including:
   a. Vocational skills training
   b. PIC JTPA programs
   c. Youth employment programs
   d. Other classroom programs

4. Community work experience program

For participants in these programs, WEJT was to provide child care and transportation reimbursement. Funds were also set aside to pay day care expenses for WEJT participants who were no longer eligible for AFDC due to earned income. For up to a year after leaving aid, a WEJT participant could receive these child care reimbursements. The intention of this program was the removal of a significant barrier to leaving AFDC.

WEJT was to be directed locally by a county-level administrative agency. The awarding of this contract, according to the legislation, was to be by competitive bid. For the 5 pilots, the lead agency contract went to a variety of groups as indicated by the chart below.

LEAD AGENCY - 5 WEJT PILOT COUNTIES

Douglas - Job Service
Jackson - County
Kenosha - Private Industry Council
Racine - Private Industry Council
Rock - County

Three of the pilot counties did not receive or did not apply for lead agency status for WEJT in their county. Interviews with county staff from the pilots and later WEJT counties pointed out that some counties were reluctant to administer an employment and training program for which they believed they had little expertise. Some counties also noted that they were constrained by a lack of funds to hire the personnel to administer WEJT. Consequently, counties that

were among the 5 pilots and those that began WEJT at a later date often refrained from entering the bidding process or subcontracted the role of lead agency to other organizations.

LEAD AGENCY - 1988 WEJT COUNTIES

Phase II

Brown/Oneida Tribe	- Forward Services Corporation
Eau Claire	- County
Grant/Green/Iowa/ Lafayette/Richland	- Grant County
Crawford/Juneau/Vernon	- Coulee CAP
Winnebago/Green Lake	- Winne-Fond-Lake Ltd.

Phase III

Dane	- County
Dodge/Jefferson	- Job Service
Fond du Lac	- County
La Crosse	- Job Service
Marathon	- County
Waukesha	- County
Wood	- Central Wisconsin Private Industry Council

COLLECTION OF DATA ON PROGRAM ACTIVITIES

During the Summer and Fall of 1990, the Employment and Training Institute (UW-ETI) worked with all counties operating either a Work Experience and Job Training Program (WEJT) or Community Work Experience Program (CWEP) to compile a first time roster of participants and the types of program components in which clients were enrolled. Because most WEJT counties and some CWEP counties were previously and concurrently part of the Wisconsin Employment Opportunity Program (WEOP), the Job Service computerized client data base was used in conjunction with the DHSS welfare computer system as a base to construct an ongoing history of client participation throughout the period 1986-1989. Each county was requested to review and edit the roster prepared by UW-ETI to verify all participants and their activities for Program Years 1987 and 1988. The only exception is the Walworth County experience for 1987 which is still being compiled.

In addition, counties were asked to detail the number of hours of activity completed in remedial education, vocational training, CWEP, work supplementation and other training activities. Most smaller counties were able to retrieve data on the number of hours of training completed, while larger counties were not. Reasons for not being able to document the number of hours of training varied, with many counties citing lack of time to retrieve data from another institution or agency, e.g. the Vocational, Technical and Adult Education (VTAE) system or a Job Training Partnership Act (JTPA) agency. As a result the data on hours completed is only meaningful for those counties reporting. Furthermore, many counties chose not to enter "Other Training Activities" as requested or did not offer "Other Training Activities". Much of the variation in the percent of the population in training may be due to counties choosing not to fully describe client activities.

WEJT PROGRAM ACTIVITIES

WEJT provided services in 4 main areas: employment search, Community Work Experience Program (CWEP), Work Supplementation Program (WSP) and enhanced services. These are also the 4 main categories in which WEJT counties reported expenses to the State. Regarding employment search, the analysis of county expenses for this area is complicated by the fact that in 1987, Job Service provided employment search for all WEJT counties. In addition to these contracts, a state-wide Employment Search Program (ESP) contract operated by Job Service began in late 1988. To date, the expense data for these Job Service contracts has been unavailable. Consequently, any analysis of the employment search component would be incomplete and will not be included at this time.

The WSP, more accurately referred to as grant diversion, was the second component in WEJT. Although the contracts indicate that many counties intended to use WSP extensively, most counties actually made little use of it. Analysis of the Work Supplementation Program is included in another section of this report.

WEJT legislation required that all WEJT programs include a CWEP component consisting of unsubsidized work experience. This component also appeared to be little used as only 1% of all WEJT participants in 1987 participated in CWEP. In 1988, this percent grew to only 5%. More information is contained in the separate CWEP section of this report.

Interviews with county staff noted that they believed that an important barrier to employment for many AFDC recipients was a lack of self-esteem. Consequently, almost all of the counties provided and were enthusiastic about their motivational component which was designed to increase a client's confidence and self-esteem. A number of counties noted the use of the ACE motivational package and indicated they were pleased with the results.

Some counties also chose to develop their own motivation package. In particular, Winnebago County subcontracted with UW-Oshkosh to run a motivation program they titled "Choices, Challenges, Changes". Clients spent three days in classroom training and concluded with a fourth day that was based on the "Outward Bound" program. Here, clients performed physical tasks at a location akin to an obstacle course. The experience was intended to assist clients in overcoming their fears and in believing that they could indeed do things that they thought they could not. WEJT staff also participated in the motivation program to better understand what the client had experienced and to more effectively support the client through the WEJT process. The YMCA in Brown County operated a motivational program centered around physical exercise. This approach was designed specifically for women who had been out of the labor force and was based on the belief that exercise could contribute to a healthier self-concept.

One of the key goals of WEJT was to provide more education and training activities than had occurred under the previous WEOP system. The tables that follow show the numbers of participants who were involved in education and training programs. The percentages that are shown are percents of the total WEJT participants in each county for the given year.

1987 - WEJT EDUCATION PARTICIPATION

	DUPLICATED COUNT: Remedial Education	% of Total	Voc Tech	% of Total	Other	% of Total	UNDUPLICATED COUNT: Total WEJT Participants	Total in Education	% of Total
Douglas	5	1%	31	3%	94	8%	1,135	127	11%
Jackson	52	17	51	16	15	5	315	112	36
Kenosha	109	11	85	9	102	10	973	256	26
Racine	59	38	67	43	38	24	157	105	67
Rock	75	13	121	21	80	14	572	244	43
TOTALS	300	10%	355	11%	329	10%	3,152	844	27%

1988 - WEJT EDUCATION PARTICIPATION

	DUPLICATED COUNT: Remedial Education	% of Total	Voc Tech	% of Total	Other	% of Total	UNDUPLICATED COUNT: Total WEJT Participants	Total in Education	% of Total
Douglas	40	3%	150	13%	91	8%	1,189	271	23%
Jackson	53	17	43	14	23	8	306	111	36
Kenosha	208	16	206	16	144	11	1,322	497	38
Racine	314	52	205	34	70	12	608	445	73
Rock	141	8	183	10	32	2	1,758	336	19
Crawford, Juneau, Vernon	48	14	41	12	69	20	339	139	41
Eau Claire	68	13	101	20	34	7	514	177	34
Grant Consortium	22	4	28	6	11	2	500	61	12
Winnebago-Green Lake Consortium	26	5	109	20	34	6	538	159	30
TOTALS	920	13%	1,066	15%	508	7%	7,074	2,196	31%

Overall, 27% of all WEJT clients took part in education in 1987. However, the use of educational components varied widely. Racine County in particular shows the heaviest use of education, likely due to the fact that it was the only WEJT to limit its services only to volunteers. The WEJT experience in 1988 shows a similar variation in the use of education. Racine again makes the most frequent use of the education component. Jackson, Kenosha and Eau Claire counties, and the Crawford/Juneau/Vernon and Winnebago/Green Lake consortiums also indicate education rates that range from 30% to 41%. The percent of all participants in education increased to 31% in 1988.

The "other" category in the previous tables was used by some counties to note an activity which didn't seem to fit one of the categories listed on our

participant verification sheets. This inclusion was important for counties such as Kenosha and Douglas which made significant use of local college programs and used the "other" category to indicate this. In addition, some counties chose to rely on WIDS client data and did not specify any additional activities which might have been noted in the "other" category. The use of the "other" category does include some activities not usually considered to be education. These include referrals to the Division of Vocational Rehabilitation, pre-employment training programs and Alcohol and other Drug Abuse (AODA) programs. However, for most counties, the number of non-educational activities noted in this category is not large.

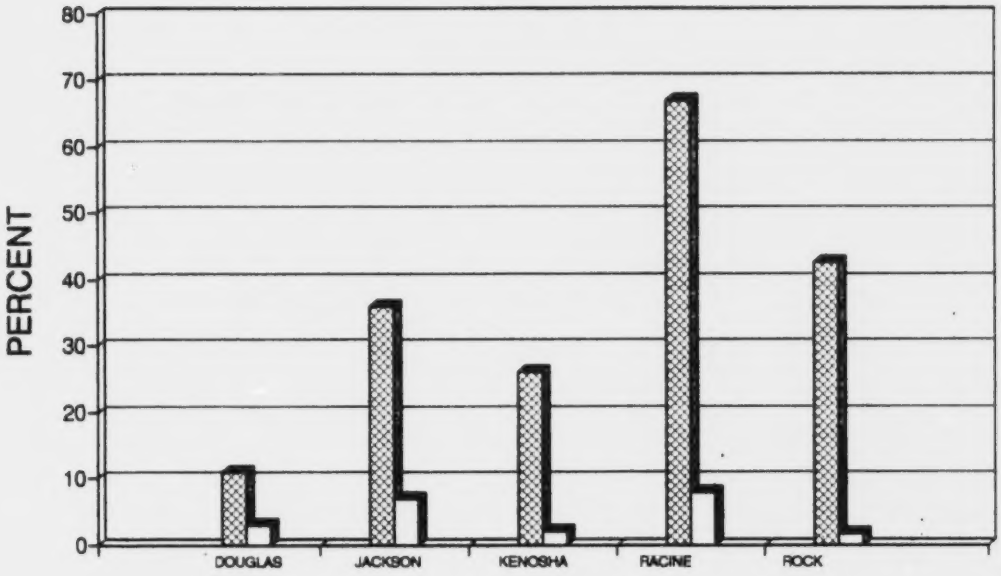
While education is an important aspect of WEJT, skill training is also important. The category of training includes not only the educational components previously discussed, but also other skills training that occurs in CWEP, WSP, JTPA activities and on-the-job training placements. The category of training is necessary to distinguish those WEJT clients receiving some sort of training activity such as education, CWEP, or WSP from those receiving only employment search.

1987 WEJT TRAINING ACTIVITIES

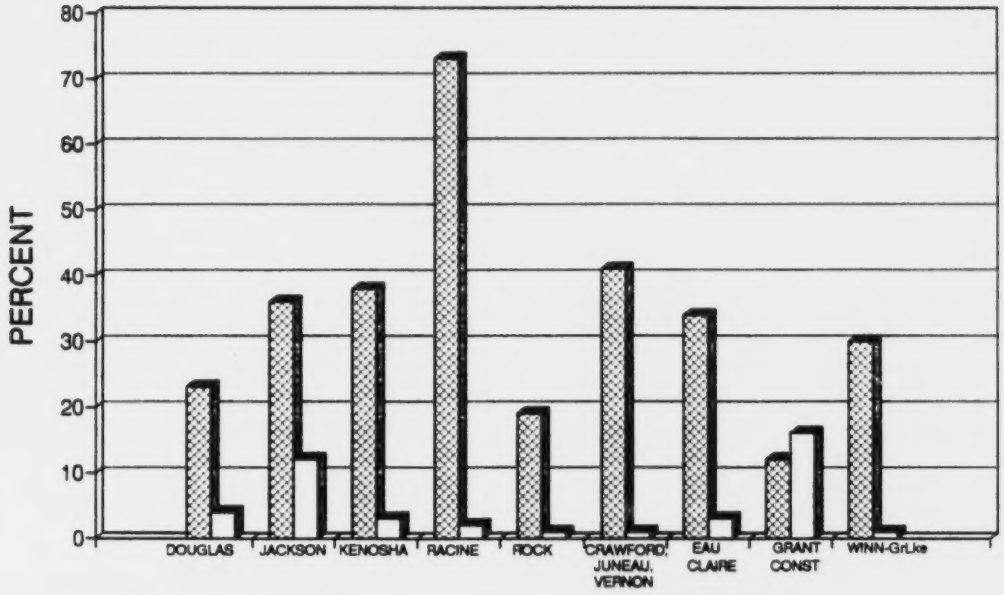
	DUPLICATED COUNT:					UNDUPLICATED COUNT:		
	Education	CWEP	WSP	JTPA	OJT	Total WEJT Participants	Total in Training	% of Participants
Douglas	127	8	0	32	9	1135	158	14%
Jackson	112	29	3	49	3	315	135	43
Kenosha	256	9	0	1	21	973	276	28
Racine	105	0	0	7	32	157	118	75
Rock	244	0	1	0	10	572	248	43
TOTALS	844	46	4	89	75	3152	935	30%

WEJT COUNTIES
PERCENT OF ALL WEJT PARTICIPANTS IN EDUCATION AND TRAINING ACTIVITIES
BY COUNTY OR CONSORTIUM

1987



1988



NOTE: OTHER TRAINING INCLUDES CWEP, WSP, JTPA, OJT.

1988 WEJT TRAINING ACTIVITIES

	DUPLICATED COUNT:					UNDUPLICATED COUNT:		
	Education	CWEP	WSP	JTPA	OJT	Total WEJT Participants	Total in Training	% of Participants
Douglas	271	54	4	0	7	1189	319	27%
Jackson	111	42	8	0	10	306	146	48
Kenosha	497	96	3	0	13	1322	546	41
Racine	445	0	7	1	11	608	454	75
Rock	336	19	6	0	5	1758	356	20
Crawford, Juneau, Vernon	139	10	0	0	0	339	142	42
Eau Claire	177	16	2	0	0	514	192	37
Grant Consortium	61	89	0	0	0	500	141	28
Winnebago, Green Lake	159	4	0	4	6	538	169	31
TOTALS	2,196	330	30	5	52	7074	2465	35%

Overall, in 1987, 30% of WEJT clients were involved in some kind of training program. This proportion increased to 35% in 1988, with education again as the most common activity. In 1987, Jackson, Racine, and Rock Counties provided training to over 40% of their clients. In 1988 Racine County continued to provide the highest proportion (75%) of training.

POST AFDC DAYCARE

In addition to WEJT activities, funds were also appropriated for daycare expenses for WEJT participants who leave AFDC due to earned income. For up to one year after leaving AFDC, former WEJT participants could receive a child care subsidy to help smooth the transition into employment. Subsequent legislation expanded the program so that participants in CWEP and ESP in non-WEJT counties were also eligible for post-AFDC daycare.

Very few people used post-AFDC daycare in 1987 or 1988. In 1987, 3 counties had contracts for post-AFDC daycare, and only Douglas County reported any expenses.

1987 POST-AFDC DAYCARE

	Expenses	Contract
Douglas	$ 431	$20,431
Jackson	0	15,000
Rock	0	25,000
TOTAL	$ 431	$60,431

1988 POST-AFDC DAYCARE

	Expenses	Contract
Crawford, Juneau		
Vernon	$ 0	$25,000
Dane	444	3,915
Douglas	6,023	52,000
Eau Claire	0	125,000
Fond du Lac	0	1,000
Brown County/		
Oneida Tribe	0	25,000
Grant Consortium	0	29,000
Jackson	1,970	30,000
Kenosha	0	100,000
La Crosse	0	2,000
Racine	0	225,000
Rock	0	50,000
Winnebago/Green Lake	228	150,000
TOTALS	$8,725	$817,915

In 1987, less than 1% of the contracted amounts for post-AFDC daycare were actually spent. In 1988, 1% of the contract amount was spent. Although the dollar amount spent in the program increased for 1988, post-AFDC daycare remained an under-utilized program.

County officials were interviewed to identify reasons for the limited use of post-AFDC daycare. Some officials explained that participants were not aware of the daycare option. Other officials suggested that once recipients left aid, they had no desire to remain in the welfare "system" by receiving a different grant. The requirement that the daycare must be certified was also cited as a reason. During participation in WEJT, clients often had arrangements with daycare providers who were not certified which was allowable under WEJT regulations. Clients who were comfortable with these providers were unlikely to switch to a certified daycare provider in order to receive the post-AFDC daycare reimbursement. In addition, county officials believed that most clients who left assistance due to employment were in jobs that worked second, third or late-hour split shifts. It was almost impossible to find certified daycare providers that were open during these hours. Finally, some county officials noted that most families leaving aid were AFDC-U and as a result child care was provided by the spouse.

In June, 1989, the Department of Health and Social Services released a study of post-AFDC child care. In addition to a number of the explanations given by county officials, the report also notes that some families included only older children who were not in need of child care.

1987 AND 1988 WEJT EXPENSES

In 1987, WEJT operated in 5 counties at a cost of over $1.8 million. By 1988, the program had expanded to 18 WEJT programs in 26 counties and 1 tribe, with expenses totaling over $7 million. However, 1987 expenses do not include costs for the employment search component done under a separate contract with Job Service. The Department of Health and Social Services has not been able to provide the final expenses of the employment search component for each county. In addition, costs for state-level administration are as yet unavailable for either 1987 or 1988.

For the following analysis, any WEJT county that showed expenses or had a contract for 1988 is included. However, according to state officials, some 1988 WEJTs were not fully operational until 1989 which affected their ability to register participants in 1988. The number of participants in these counties will be indicated with "*". A few counties were given WEJT status in late 1988, but had no contract or WEJT expense figures. These counties (Dodge/Jefferson, Fond du Lac, Marathon and Waukesha) have been excluded from the tables that follow.

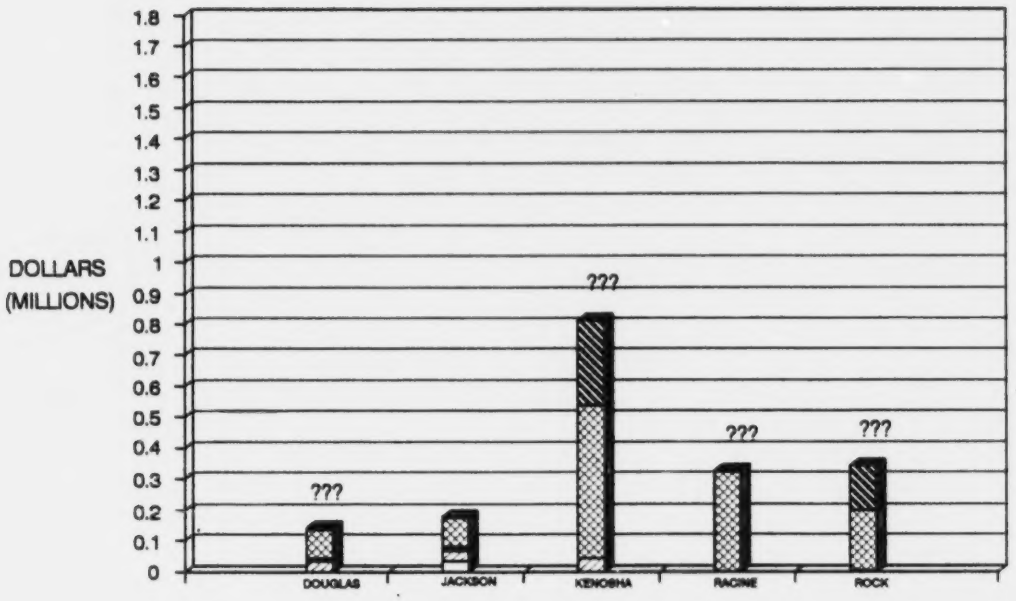
The column designated "General Service Operat'n" refers to General Service Operations and includes administrative expenses for both the WEJT program and the Food Stamp Employment program. These two amounts were combined and listed as one total in the Computer Automated Reporting System (CARS) reports which were used as the source for the following expense information. The inclusion of the General Service Operations category does present a few problems. Since this category includes the food stamp employment program, WEJT expenses will be slightly higher in some counties. Also, CARS expense reports indicate that only when the county was the lead agency for WEJT were there expenses reported in this category. It is not clear where these expenses were reported for those counties that chose to subcontract the lead agency role. Starting in 1989, the administrative costs for the Food Stamp employment program were separated from WEJT expenses and WEJT administrative costs were portioned among the various program component expenses.

1987 WEJT EXPENSES

	ESP	CWEP	WSP	Enhanced Services	General Service Operat'n	TOTAL	Contract Amount	Total Participants
Douglas	#	34,749	9,218	99,693	-	143,660	200,262	1,135
Jackson	$35,603	36,549	15,849	97,239	4,679	189,919	208,720	315
Kenosha	#	46,925	-	497,673	275,000	819,598	820,094	973
Racine	#	0	-	323,484	-	323,484	473,890	157
Rock	#	2,254	3,927	197,410	144,967	348,558	485,682	572
TOTALS	$35,603	120,477	28,994	1,215,499	424,646	1,825,219	2,188,648	3,152

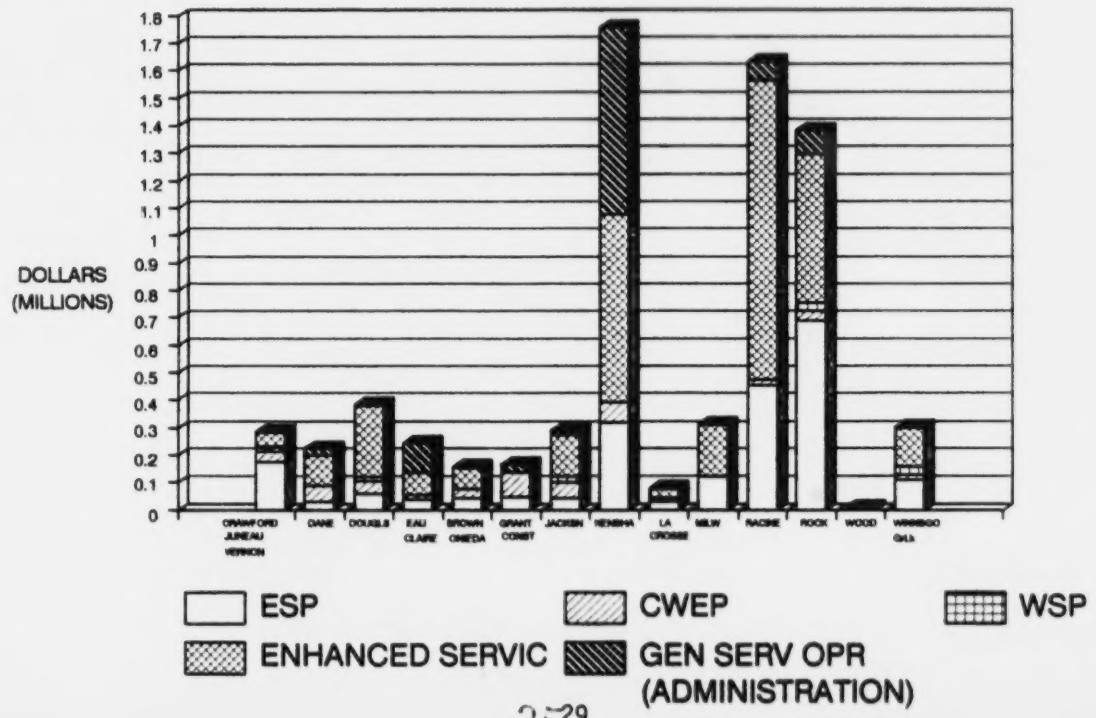
- ESP figures for these counties were not available from DHSS.

1987 WEJT EXPENSES
BY COUNTY OR CONSORTIUM
1987



??? ESP FIGURES WERE UNAVAILABLE FROM DHSS FOR THESE COUNTIES IN 1987

1988



1988 WEJT EXPENSES

	ESP	CWEP	WSP	Enhanced Services	General Service Operat'n	TOTAL	Contract Amount	Total Participants
Brown/Oneida Tribe	$43,630	33,101	1,598	86,103	0	164,432	350,000	*
Crawford/Juneau Vernon	176,431	39,918	22,055	57,505	0	295,909	392,000	339
Dane	29,265	64,801	0	114,970	27,239	236,275	359,371	*
Douglas	57,569	47,554	18,264	265,427	0	388,814	474,993	1,189
Eau Claire	40,878	20,338	309	85,090	107,140	253,755	396,641	514
Grant Consortium	48,530	96,967	0	3,426	30,903	179,826	301,627	500
Jackson	44,379	59,969	22,749	154,985	16,799	298,881	323,024	306
Kenosha	320,003	80,000	-1	686,200	685,271	1,771,473	1,876,199	1,322
La Crosse	31,749	10,861	5,675	37,332	0	85,617	159,856	*
Milwaukee-OIC	127,922	0	0	194,566	0	322,487	830,000	*
Racine	453,501	28,000	0	1,089,279	72,351	1,643,131	1,943,216	608
Rock	690,124	38,318	31,757	542,990	87,739	1,643,928	1,833,592	1,758
Wood	6,756	833	500	7,147	0	15,236	23,841	*
Winnebago/ Green Lake	108,744	22,662	28,911	146,489	0	306,807	504,000	538
TOTALS	$2,179,481	543,322	131,817	3,471,509	1,027,442	7,353,571	9,768,360	7,074

* - Insufficient time to register participants. According to state officials, the administrative program was not fully operational until 1989.

The utilization of funds for 1988 varied among the WEJT administrative entities. The Grant Consortium, and the Crawford/Juneau/Vernon Consortium reported spending the majority of their funds on employment search and CWEP activities, while Douglas, Jackson, and Racine counties used over half of their funds for enhanced services. For 1988, Racine County alone accounted for approximately 1/3 of all the expenditures for enhanced services. Overall, enhanced services components consumed the largest share of total expenses for 1987 and 1988 with 67% and 47% respectively. However, 1987 expenditures for enhanced services appear to be higher due to the missing employment search expenses. In both years all WEJT administrative entities spent less than their contracted amount.

For 1988, where the data is more complete, it is possible to look at costs per participant in the counties. The figures below do not represent average program costs for participants who obtained employment. Rather, they are measures of cost per participant for all WEJT clients and are calculated by dividing total expenses in 1988 by the total number of program participants for that year. These numbers indicate once again the wide range of experience across WEJT programs, from Douglas County with $327 per participant to Racine with $2,703 per participant.

1988 WEJT COST PER PARTICIPANT

	Cost per Participant	Total Cost	Number of Participants
Crawford/Juneau/Vernon	$873	$295,909	339
Douglas	327	388,814	1,189
Eau Claire	494	253,755	514
Grant Consortium	360	179,826	500
Jackson	977	298,881	306
Kenosha	1,340	1,771,473	1,322
Racine	2,703	1,643,131	608
Rock	791	1,390,928	1,758
Winnebago/Green Lake	570	306,807	538

Though the costs for 1987 are incomplete due to the missing employment search data, they show equally large variations among counties. Despite having incomplete expense data, the costs per participant figures listed below for 1987 provide a rough comparison of any changes that may have occurred from 1987 to 1988.

1987 WEJT COST PER PARTICIPANT

	Cost per Participant	Total Cost	Number of Participants
Douglas	$127	$143,660	1,135
Jackson	603	189,919	315
Kenosha	842	819,598	973
Racine	2,060	323,484	157
Rock	609	348,558	572

WEJT TARGET GROUPS AND GOALS

Additional counties began the WEJT programs in early 1989, bringing the total to 21 WEJT programs in 31 counties and 1 tribe. Though not all of these were in full operation and enrolling clients in 1989, it is still appropriate to summarize the goals and target groups that were used in all of these counties. The information that follows was taken from WEJT plans that were submitted to state officials and interviews with county officials during the Summer of 1989.

Of the 21 WEJT programs, 13 maintained that they served all mandatory participants beyond orientation and enrollment. Because of this, a number of these counties had indicated that they had not found it necessary to develop target groups or to limit services according to these groups. A number of these counties expressed concern that future budget limitations would jeopardize their ability to serve all of their clients.

In addition to the 13 counties that served all mandatory clients, 2 counties (Rock and Eau Claire) randomly assigned their participants to control and experimental groups based on social security numbers and did not use target groups. The remaining 6 WEJT programs that did develop target groups show a variety of categories. The three most common groups selected were case heads under age 24, AFDC-U cases and long term welfare recipients.

1987, 1988 and 1989 WEJT TARGET GROUPS

Identified Target Group	Number of Counties Listing
Case heads under age 24	6
AFDC-U cases	6
Long term welfare recipients	6
No high school diploma or G.E.D.	4
New AFDC clients	4
Teen parents/mothers	4
Recipients with characteristics of long-term dependency	4
WEOP transitions already in an education program	3
Volunteers	3
Cases with the youngest child within 2 years of turning 18	3
Refugees in need of ESL	3
Families with 2 or more children	3
Youngest child is age 2	2
Recipients who have never held a paying job	2
Recipients who have never been married	2
Displaced homemakers	1
Out of the labor force for 5 or more years	1
Long term recipients with multiple barriers	1

As part of the application process, the state required that each WEJT program state numerical goals for the program. Goals were specified for the level of participation in WEJT, percent entering employment, job retention after 30 days and after 6 months, and the average hourly wage. A few counties also listed other goals such as coordination with non-WEJT resources (Dane) or the percent of the participants expected to leave AFDC as a result of WEJT (Douglas). The goals listed in the table that follows were taken from the program plans for 1989 submitted to DHSS.

The goals of these WEJT programs as listed for 1989 show a broad range of expectations. Anticipated participation rates varied a great deal across counties. However, the use of different terms and reference points makes comparisons in this category difficult. For the percent entering employment, two counties expected 70% of their participants to obtain employment. However, most counties (12) expected the percent entering employment to be between 20% and 40%.

Expected job retention rates varied somewhat for the first 30 days ranging from 65% to 92%. Seventeen counties expected that retention would be 80% to 92% after 30 days. This range expanded when counties predicted the job retention after 6 months. Two counties stated that retention would be only 23% and 38%, respectively. The remaining counties believed that retention would be from 50% to 80%.

The goals for hourly wages varied between a high of $6.00 and a low of $4.00.

1989 WEJT GOALS

	Level of Participation	Entering Employment	Percent JOB RETENTION AFTER: 30 Days	Six Months	Average Hourly Wage
Brown/Oneida	56% of caseload	35%	90%	63%	at least $5.00
Buffalo, Pepin, Trempealeau	All AFDC recipients	15%	80%	65%	$4.00
Crawford, Juneau, Vernon	67% of caseload	20%	65%	38%	$4.10
Dane	85% of caseload - all target groups	70%	70%	70%	$6.00
Dodge, Jefferson	75% of AFDC caseload in orientation and assessment	45%	85%	60%	Dodge- $4.00 Jeffs'n $4.95
Douglas	57% of AFDC population	15%	90%	80%	$4.85
Eau Claire	70% of AFDC adults	30%	90%	60%	$4.70
Fond du Lac	910 in enrollment and orientation	40%	85%	80%	$5.00- $5.50
Grant/Green/Iowa/ Lafayette/Richland	70% of active AFDC cases	-	85%	75%	$4.75
Jackson	75% of AFDC caseload	31%	90%	75%	$4.60
Kenosha	80% of AFDC adults enrolled	25%	80%	60%	$6.00
La Crosse	-	25%	92%	75%	$4.65
Manitowoc	82% of AFDC caseload	21%	90%	63%	$5.00
Marathon	78% of adults on AFDC	30%	90%	50%	$4.80
Racine	enroll 60% of AFDC population	45%	90%	60%	$4.41
Rock	65% of AFDC caseload enrolled	30%	79%	23%	Full- $5.00 Part- $4.00
Sheboygan	None developed at this time.				
Washington	59% of adult mandatory cases	20 people	85%	65%	$5.35
Waukesha	42% of annual adult cases	75% who complete training	85%	80%	$6.00
Winnebago, Green Lake	65% of AFDC caseload enrolled	20%	80%	70%	$5.25
Wood	62.5% of AFDC caseload	40% full- or part-time	85%	55%	$4.75

COMMUNITY WORK EXPERIENCE PROGRAM - 1987-1988

The Community Work Experience Program (CWEP) began in Wisconsin counties in one of two ways. The first route was through the establishment of a CWEP as part of the Work Experience and Job Training program (WEJT). The second route was for counties to operate a more limited program focusing primarily on CWEP. These counties were commonly referred to as CWEP stand-alones.

All of the WEJT programs were required to include a CWEP component in their mix of services. In 1987, the state began WEJT as a pilot project with five counties selected to implement the new program. In mid to late 1988, 20 additional counties and one tribe began WEJT programs. Eight counties implemented stand-alone CWEP programs sometime during 1987 and 24 counties operated stand-alone CWEP programs in 1988.

Proponents of CWEP have argued two essential purposes for the program. First, it is argued that those on public assistance have an obligation to provide service at public or non-profit work sites for their benefits. Second, it is believed that CWEP provides a positive experience whereby participants learn basic work skills as well as specific job skills that can be used to gain employment.

Throughout CWEP's operation the federal government has provided a 50% match for CWEP administrative costs. Though CWEP began with the counties paying the other half of administration, eventually, the state assumed the full county share of this expense.

WEJT USE OF CWEP

Though the use of CWEP as a component in WEJT varied somewhat across counties, it was not a heavily used component of WEJT. For 1987, the pilot counties assigned only 46 clients to CWEP placements out of a total of 3,152 participants, slightly more than 1%. The total number of CWEP placements increased to 330 in 1988, an increase to only 5% of the 7,074 total participants in WEJT. Looking at individual counties in 1988, only 5 counties used CWEP for more than 10% of their clients. Grant, Iowa, Lafayette and Richland counties, part of the Grant County consortium used CWEP for 17% to 29% of their participants, while Jackson County assigned 14% of its participants to a CWEP site.

WEJT COUNTY USE OF CWEP

	1987 CWEP Placements	1987 Total Served	1987 % in CWEP	1988 CWEP Placements	1988 Total Served	1988 % in CWEP
Crawford	-	-	-	5	87	6%
Juneau	-	-	-	1	131	1
Vernon	-	-	-	4	121	3
Douglas	8	1,135	1%	54	1,189	5
Eau Claire	-	-	-	16	514	3
Grant	-	-	-	45	244	18
Green	-	-	-	0	42	0
Iowa	-	-	-	14	70	20
Lafayette	-	-	-	14	49	29
Richland	-	-	-	16	95	17
Jackson	29	315	9	42	306	14
Kenosha	9	973	1	96	1,322	7
Racine	0	157	0	0	608	0
Rock	0	572	0	19	1,758	1
Green Lake	-	-	-	0	90	0
Winnebago	-	-	-	4	448	1
TOTALS	46	3,152	1%	330	7,074	5%

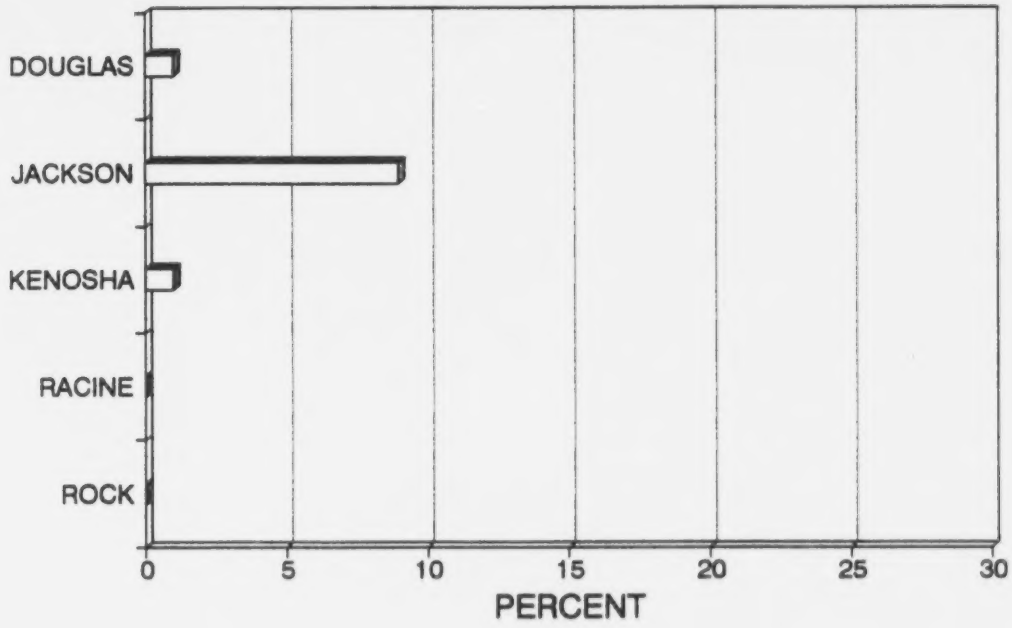
CWEP FUNDING

The funding for CWEP in the WEJT counties as shown in the following table indicates that most counties underspent compared to their contracted amounts for 1987 and 1988. A notable exception to this was the Grant County Consortium. This five county group overspent its contracted CWEP amount by more than $40,000 in 1988. Racine spent all of its contracted amount, yet reported no CWEP placements. The county with the most total CWEP placements, Kenosha County, also spent exactly its contracted amount and placed 96 participants. An "*" indicates a county that began the program late in 1988 so that it may have had little time to obtain placements. Consequently, the costs that are shown are primarily start-up costs for these counties.

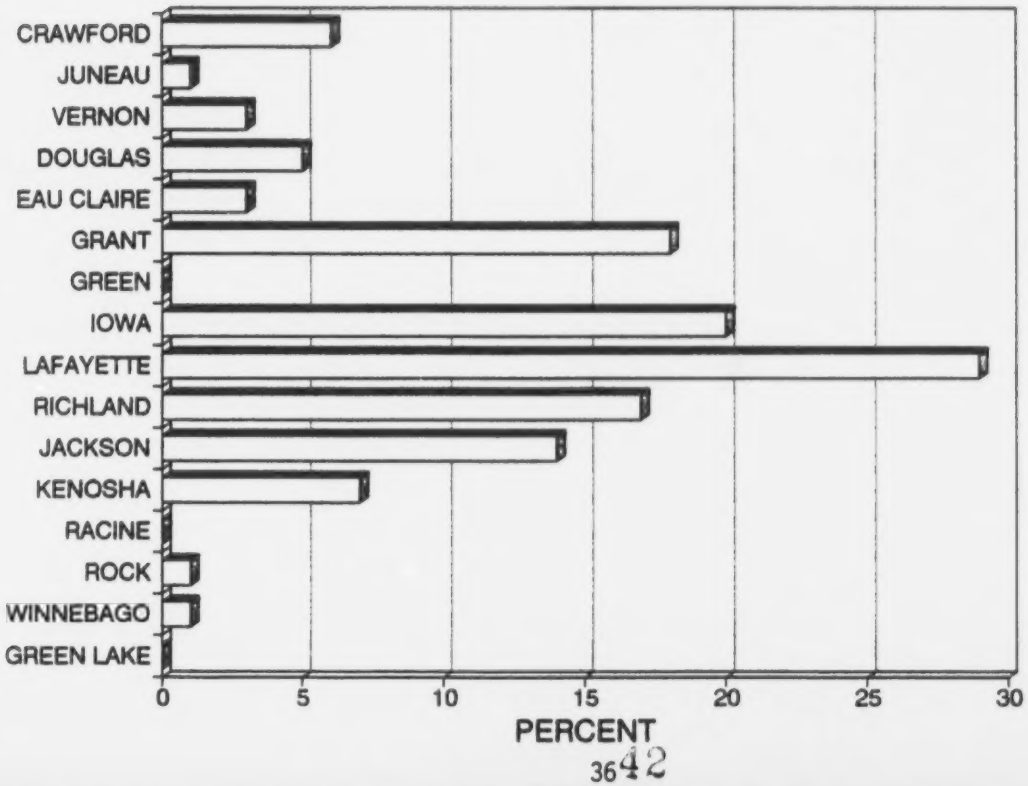
WEJT COUNTIES

PERCENT OF ALL WEJT PARTICIPANTS IN A COMMUNITY WORK EXPERIENCE COMPONENT

1987



1988



WEJT COUNTIES - CWEP EXPENSES AND CONTRACTS FOR 1987 AND 1988

	1987			1988		
	Expenses	Contracts	Placements	Expenses	Contracts	Placements
Brown, Oneida Tribe	-	-	-	33,101	126,295	*
Crawford, Juneau Vernon	-	-	-	$39,918	$96,000	10
Dane	-	-	-	64,801	88,942	*
Dodge, Jefferson				0	705	*
Douglas	$34,749	$48,142	8	47,554	62,241	54
Eau Claire	-	-	-	20,338	34,970	16
Grant Consortium	-	-	-	96,967	45,352	89
Jackson	36,549	45,314	29	59,969	69,256	42
Kenosha	46,925	47,421	9	80,000	80,000	96
La Crosse	-	-	-	10,861	19,764	*
Racine	0	0	0	28,000	28,000	0
Rock	2,254	4,373	0	38,318	81,432	19
Winnebago, Green Lake	-	-	-	22,662	135,597	4
Wood	-	-	-	833	3,505	*
TOTALS	$120,477	$145,250	46	$543,322	$872,059	330

* These counties did not have programs fully operational until 1989.

STAND ALONE CWEPS

Although funding for the WEJT program limited the number of pilot counties to five, the state offered a second route for counties that did not receive WEJT funding. This option allowed counties to implement a CWEP, but with much less state funding for the other "enhanced" services such as vocational training. Starting at various times in 1987, eight counties chose and were granted permission by the state to operate a non-WEJT CWEP. These first CWEP counties were Adams, Columbia, Florence, Grant, Marquette, Price, Oconto and Walworth. While these counties were the first non-WEJT counties to operate a CWEP with federal matching funds, Walworth County had already been running this program exclusively with county funds since August, 1986.

In 1988, the list of CWEP programs expanded to twenty-four. The new counties included:

Bayfield	Lincoln	Pepin
Burnett	Marinette	Pierce
Clark	Menominee	Portage
Fond du Lac	Oneida	Rusk
Iron	Ozaukee	Sawyer
Langlade		Washburn

Grant County was no longer a "stand-alone" CWEP in 1988 as it converted over to a WEJT program. This conversion occurred in mid-1988, but all the expenses on the CARS reporting system for 1988 were listed under the Grant County Consortium, the WEJT entity. Consequently, for 1988, Grant County will be considered a WEJT county. Fond du Lac County also made a transition to WEJT in November, 1988. Since this occurred so late in the year, Fond du Lac will be considered a non-WEJT county for 1988. The other remaining 1987 CWEP counties continued in 1988.

Counties that chose to operate a CWEP had the option of administering the program themselves or subcontracting these duties to another organization. In 1987, three counties decided to be the lead agency, while a fourth, Columbia County, subcontracted with a different branch of county government, the County Zoning Department. This department operates the county recycling center which was the primary CWEP site in Columbia County. The remaining four counties contracted with the local Private Industry Council or a community based organization.

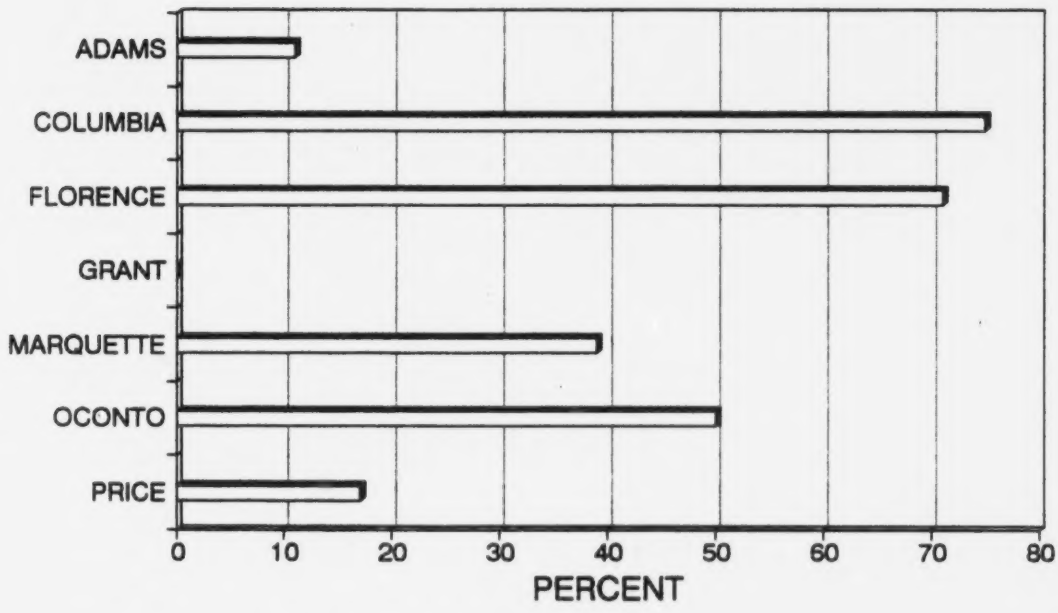
In 1988, nine of the counties chose to administer the program "in-house", while fifteen opted for a subcontract. Six of these subcontracts were made with Job Service, four with the local Private Industry Council and four with community based organizations. One remaining county chose to have its CWEP jointly administered by Job Service and Forward Services Corporation.

Lead Agency	1987 (8)	1988 (24)
County Department	4	9
Job Service	0	6
Private Industry Council	2	4
Community-Based Organizations	2	4
Job Service/Forward Services	0	1

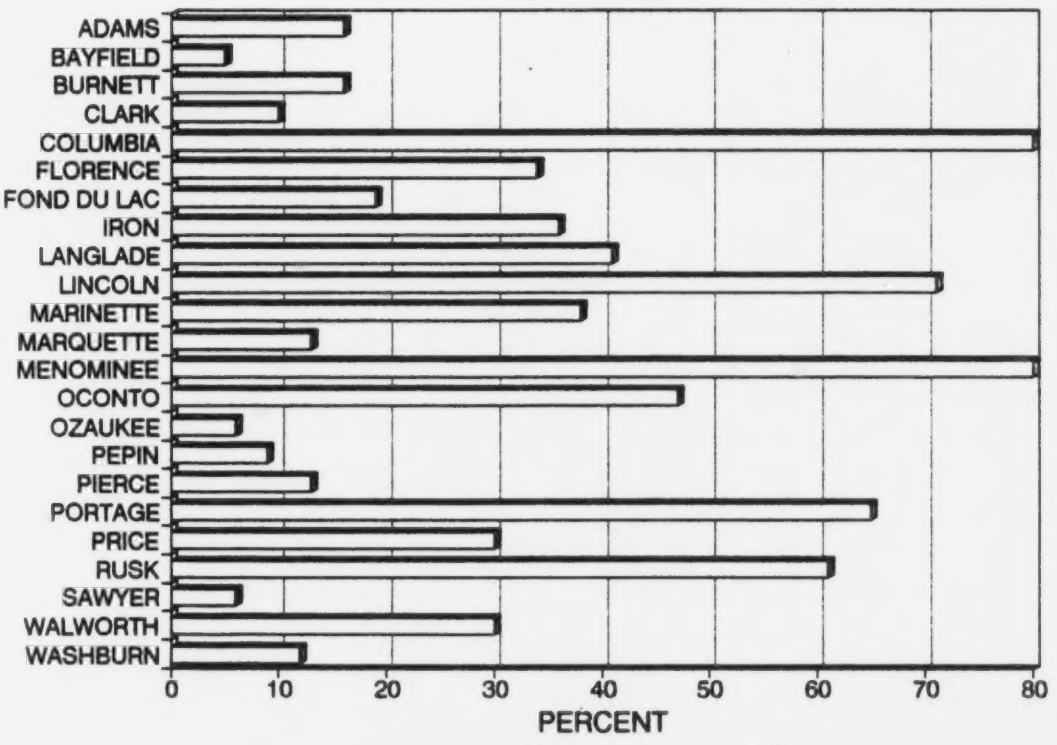
Based on interviews and a review of the program plans submitted to DHSS, most counties operated a CWEP that consisted of much more than work experience. The majority of programs used a combination of employment search activity, remediation, job seeking skills classes, on-the-job training, and various post-secondary education options along with work experience for their clients. Nine counties also attempted to implement a Work Supplementation Program in conjunction with CWEP in 1988. However, comments from county staff and a lack of reported expenses for WSP, indicate there was little use of this component. By late fall in 1988, Job Service was operating a state-wide employment search program (ESP) so that the programs were no longer "stand-alone". Thus, by the end of 1988, the CWEP programs were operated in conjunction with ESP, WSP or both. To avoid confusion, those non-WEJT counties operating a CWEP will be identified simply as CWEP counties.

CWEP COUNTIES
PERCENT OF PROGRAM PARTICIPANTS IN A WORK EXPERIENCE COMPONENT

1987



1988



During enrollment and orientation activities in most CWEP counties, clients received some sort of assessment that determined their needs, skill levels and interests. From this information, staff assigned clients to activities or a combination of activities which they believed were most appropriate for the client. Although there were some variations, program activities were generally of three types: employment search activities, education (remediation, vocational-technical), and CWEP. A commonly cited example of an activity combination was for a person to be involved in remedial education while also participating in a CWEP component. Numerous counties indicated that their goal was to match clients with meaningful work sites that fit client needs and interests. While most counties had a number of different components available, those that did not often noted cost factors as the reason for a "work experience only" program.

Employment search activities were most often done by Job Service, especially after the state-wide ESP contract began in July, 1988. Prior to the state-wide ESP, the job search component in some counties was operated by a non-Job Service entity.

THE USE OF EDUCATION PROGRAMS IN CWEP COUNTIES

In CWEP counties remedial education and vocational training activities were most often furnished by VTAE (Vocational, Technical and Adult Education) schools. During interviews some county staff indicated that remedial education was used often in their CWEP programs because many participants commonly lacked sufficient basic skills even for a work site placement. This usage of remedial education was not consistent across counties or between 1987 and 1988. 1987 data indicates that remedial education was used for 17 out of 576 total participants, or 3 percent. The overall use of remedial education increased in 1988 to 8 percent, with Adams, Langlade, Menominee, Pepin, and Walworth Counties showing relatively high percents in remedial education.

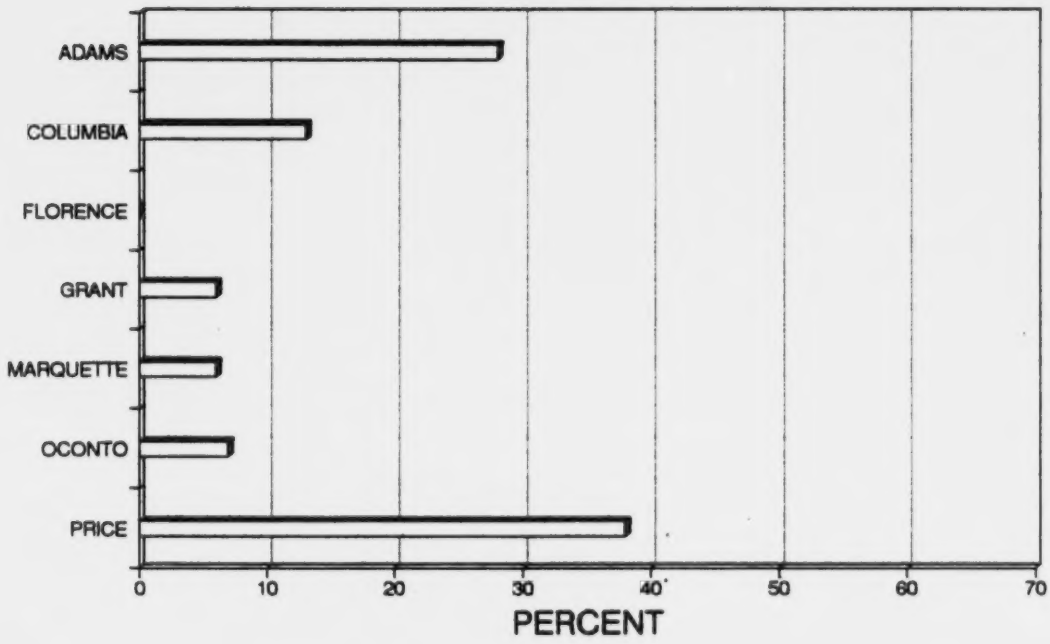
Other educational services included short-term skills training (i.e. nurse's aide classes) and two-year vocational-technical training. Counties also made use of University of Wisconsin system schools and other colleges, though to a much lesser degree than VTAE schools.

1987 - NUMBER OF PARTICIPANTS IN EDUCATION PROGRAMS - CWEP COUNTIES

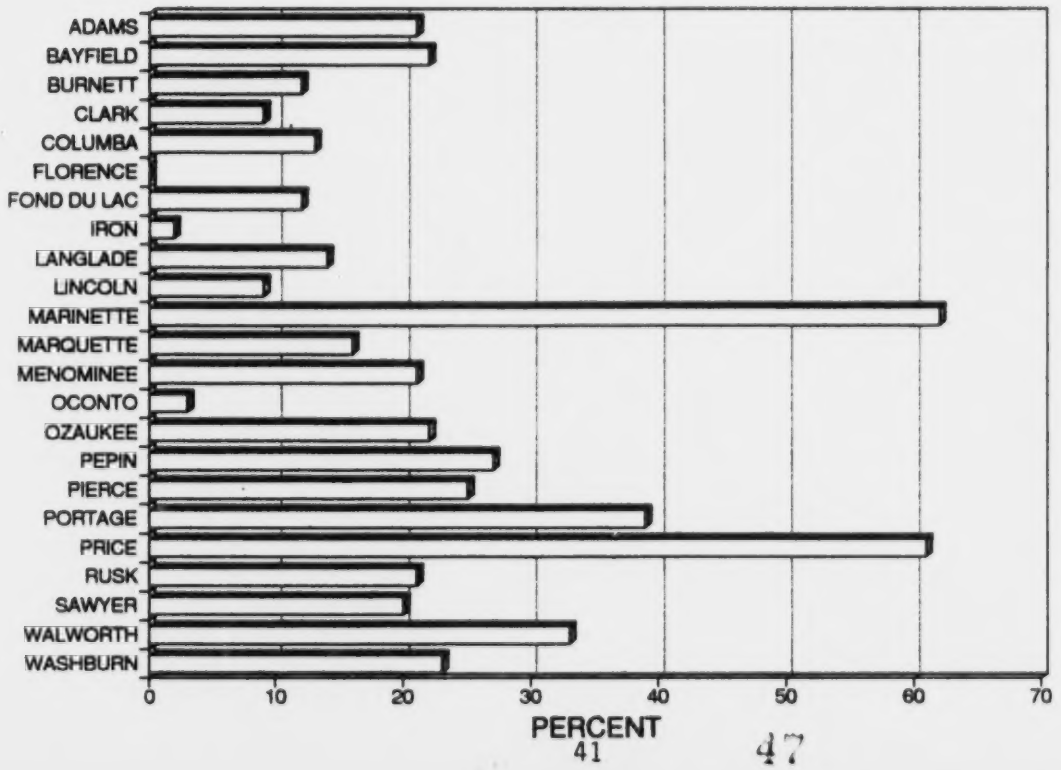
	DUPLICATED COUNT:						UNDUPLICATED COUNT:		
	Remedial Education	% of Total	Voc Tech	% of Total	Other	% of Total	Total CWEP Participants	Total in Educat'n	% of all Participants
Adams	4	22%	1	6%	1	6%	18	5	28%
Columbia	0	0	3	1	28	12	226	30	13
Florence	0	0	0	0	0	0	17	0	0
Grant	0	0	0	0	1	6	17	1	6
Marquette	1	2	2	3	1	2	66	4	6
Oconto	9	7	0	0	0	0	129	9	7
Price	3	3	1	1	39	38	103	39	38
TOTALS	17	3%	7	1%	70	12%	576	88	15%

CWEP COUNTIES
PERCENT OF PROGRAM PARTICIPANTS IN EDUCATION

1987



1988



The percent of 1987 participants enrolled in education varied from 0% to 38%. In Florence County, an interview with county staff noted that education was not used due to a lack of funds and the distant location of the district VTAE school. Overall, 15% of the clients in these CWEP "stand-alone" programs in 1987 were involved in educational programs.

1988 - NUMBER OF PARTICIPANTS IN EDUCATION PROGRAMS - CWEP COUNTIES

	DUPLICATED COUNT:						UNDUPLICATED COUNT:		
	Remedial Education	% of Total	Voc Tech	% of Total	Other	% of Total	Total CWEP Participants	Total in Educat'n	% of all Participants
Adams	29	17%	8	5%	0	0%	167	35	21%
Bayfield	6	5	15	12	8	6	127	28	22
Burnett	8	4	9	5	7	4	191	23	12
Clark	14	7	5	2	0	0	201	18	9
Columbia	0	0	0	0	15	13	116	15	13
Florence	0	0	0	0	0	0	83	0	0
Fond du Lac	29	6	6	1	24	5	454	56	12
Iron	0	0	1	2	0	0	55	1	2
Langlade	18	14	2	2	0	0	133	19	14
Lincoln	1	2	4	7	2	4	56	5	9
Marinette	0	0	1	2	38	60	63	39	62
Marquette	10	9	7	6	2	2	110	18	16
Menominee	19	21	0	0	0	0	90	19	21
Oconto	10	3	0	0	1	.3	351	11	3
Ozaukee	2	11	0	0	2	11	18	4	22
Pepin	11	17	3	5	4	6	64	17	27
Pierce	2	4	3	5	9	16	56	14	25
Portage	2	9	5	22	4	17	23	9	39
Price	21	12	14	8	104	59	177	108	61
Rusk	12	7	3	2	26	16	163	35	21
Sawyer	14	4	27	8	27	8	328	64	20
Walworth	44	15	34	12	22	8	290	97	33
Washburn	15	9	18	10	10	6	175	41	23
TOTALS	267	8%	165	5%	305	9%	3,491	676	19%

The use of education in 1988 again shows a wide range across counties. Marinette, Price, and Portage show the highest percentage of their total clients in an education program at 62%, 61% and 39% respectively. The total percentage for all non-WEJT counties in an education program is 19%. However, as noted previously, a number of these counties were in operation for only a short time in 1988 so that their number of participants in an education program in the future may be greater.

For the charts shown above for education in 1987 and 1988, the "other" category was used by counties to note a participant who didn't seem to fit one of the categories listed on our participant verification sheets. The use of the

"other" category does cause a slight problem because there were some participants identified in this category that did not participate in what would usually be considered an education component. Consequently, in Fond du Lac, Rusk, and Sawyer Counties, the "other" category includes referrals to Division of Vocational Rehabilitation training under this category. However, most activities specified in this category were educational.

The funding for education programs came from a variety of sources, but rarely from CWEP funds. Regulations for CWEP did not allow reimbursement for vocational or post-secondary education. Only remedial education could be claimed as an expense for reimbursement. Many participants were already eligible for financial assistance such as federal Pell grants. Other funding came directly from the VTAE school where CWEP participants were placed in classes which were not filled. On rare occasions, a CWEP program might actually purchase an additional remedial education class only for its participants.

Some county officials stressed that an important source for education was JTPA programs. In some counties, coordination with JTPA occurred easily because the lead agency was also the JTPA administrator. In other counties, the JTPA agency had a good relationship with the lead agency so that the necessary coordination occurred. JTPA funds helped pay for education programs as well as on-the-job training positions. Thus, an important aspect of CWEP was its ability to leverage funds from other sources. In most cases, CWEP paid only for support services for its participants while program costs were covered by these other sources. Support services included child-care and transportation costs which sometimes included an occasional car repair to allow travel to an activity.

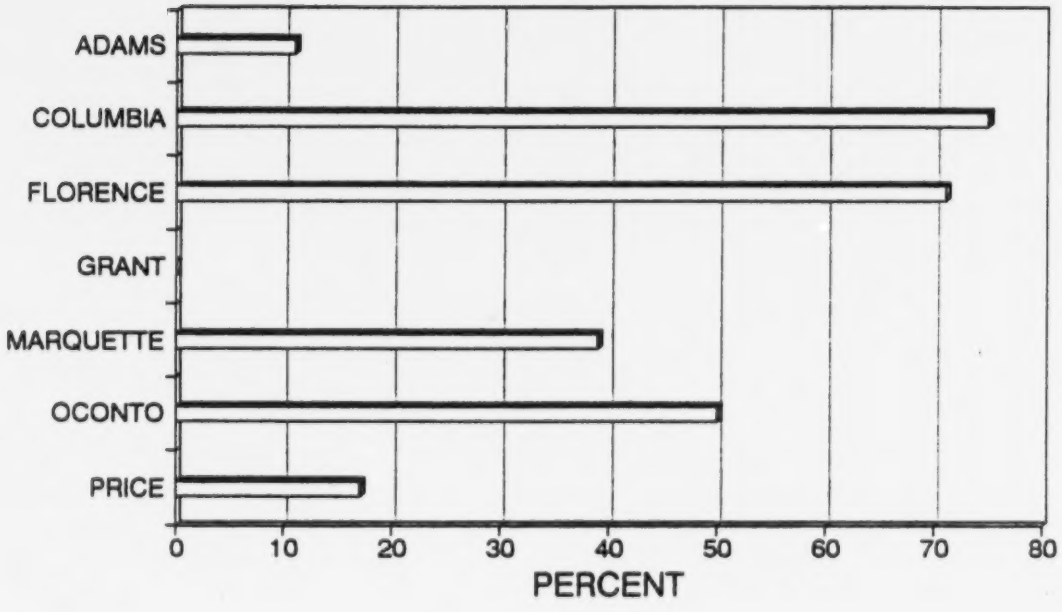
The final aspect of the program was the work experience component. A CWEP placement could last for no more than 16 weeks annually and at a maximum of 32 hours per week. The exact number of hours per week was calculated as follows: the monthly AFDC grant minus child support payments was divided by the greater of the applicable state or federal minimum wage. Participants who did not cooperate with this portion of the program were sanctioned. There had been significant interest in the counties and state administration to allow an extension of CWEP beyond the 16 weeks. However, this change requires legislative approval.

While the work experience component might be expected to be the core of CWEP, it was actually not used as such by all the counties. The data indicate that there was actually a wide variety in the frequency with which a work experience placement was used. In a number of counties, a majority of the participants were never involved in a work experience placement. For 1987, 3 of the CWEP counties had fewer than 20% of their clients participate at a work site with one of these counties having no clients participating. Three other counties in 1987 did have 50% or more doing a work placement. Combining all 1987 CWEP counties, approximately 51% of the clients participated in a work experience component.

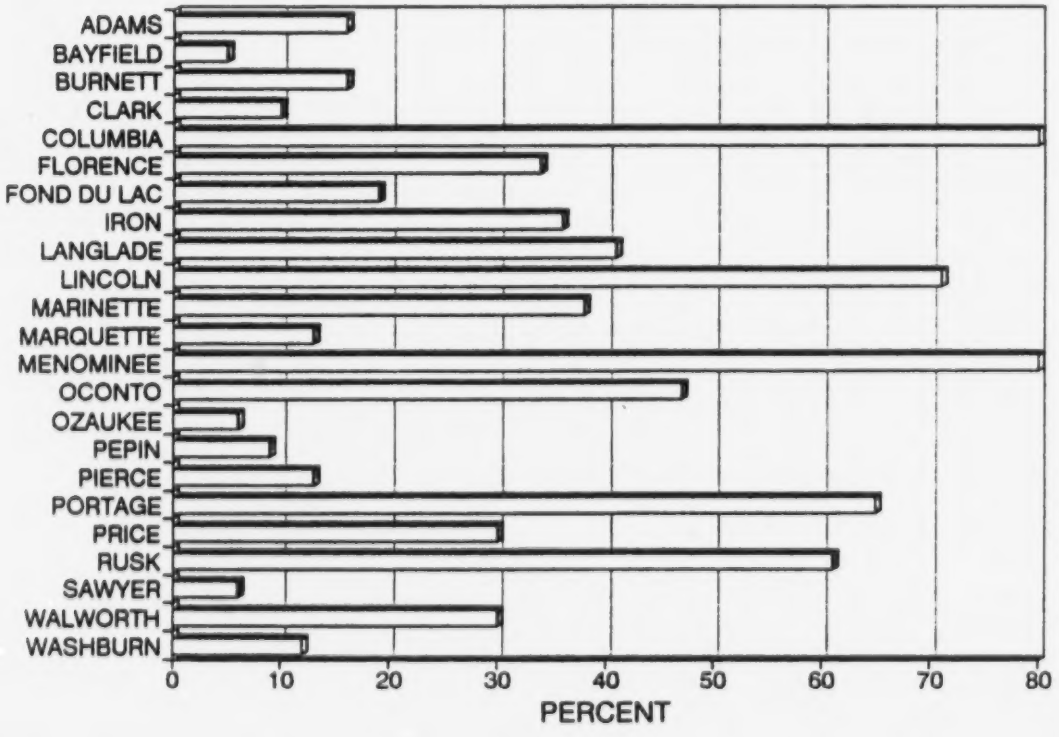
In 1988, the CWEP usage continued to display wide variation by county. Overall the use of the CWEP component dropped from 51 percent in 1987 to 28 percent in 1988. Eleven CWEP counties had 20 percent or less of their clients in work experience in 1988, while five counties placed 60 percent or more at work sites.

CWEP COUNTIES
PERCENT OF PROGRAM PARTICIPANTS IN A WORK EXPERIENCE COMPONENT

1987



1988



CWEP Expenses for 1987 and 1988

A review of the expenses that were reported in these counties as compared to their contract amounts indicates that most counties underspent their allotted budgets. Only a few counties overspent their allotment or spent exactly their budgeted amounts. In 1987, CWEP counties spent $110,607 of their contracted amount of $176,835 and in 1988 only $818,433 of $1,491,227 worth of contracts was spent.

CWEP EXPENSES AND CONTRACTS IN CWEP COUNTIES - 1987 & 1988

	1987			1988		
	Expenses	Contracts	Placements	Expenses	Contracts	Placements
Adams	$3,613	$11,551	2	$38,276	$45,972	27
Bayfield	-	-	-	53,359	125,372	6
Burnette	-	-	-	37,624	106,400	30
Clark	-	-	-	16,139	37,033	21
Columbia	18,569	31,600	169	19,973	19,973	93
Florence	1,711	10,000	12	11,814	15,000	28
Fond du Lac	-	-	-	75,257	170,300	86
Grant	25,352	31,689	0	WEJT Consortium		
Iron	-	-	-	469	5,500	20
Langlade	-	-	-	53,245	72,356	54
Lincoln	-	-	-	68,264	111,925	40
Marinette	5,867	10,991	*	112,733	112,733	24
Marquette	12,211	13,200	26	28,869	39,281	14
Menominee	-	-	-	24,518	40,270	72
Oconto	5,625	18,000	64	68,200	65,259	165
Oneida	-	-	-	5,804	107,832	*
Ozaukee	-	-	-	341	19,190	1
Pepin	-	-	-	18,610	24,602	6
Pierce	-	-	-	11,808	41,260	7
Portage	-	-	-	48,899	48,899	15
Price	14,088	13,878	18	13,299	20,800	53
Rusk	-	-	-	25,574	30,800	100
Sawyer	-	-	-	40,707	107,184	19
Walworth	23,571	35,926	#	5,640	12,936	86
Washburn	-	-	-	39,011	110,400	21
TOTALS	$110,607	$176,835	291	$818,433	$1,491,277	988

* Program was not fully operational until the next calendar year.
\# Data was not available and will be included in subsequent reports.

A comparison of the CWEP component as it operated in WEJT and CWEP counties points to some further variations in how it was used. In 1987, The seven stand-alone CWEP counties which were studied placed over six times more clients in CWEP placements than 5 WEJT programs, at a fraction of the cost per participant. In 1988, this ratio decreased, but CWEP counties still placed close to three times the number of clients in a CWEP component than did WEJT counties.

WORK SUPPLEMENTATION/GRANT DIVERSION

In 1984, the Deficit Reduction Act, passed by the U.S. Congress, allowed states to implement a grant diversion program. Wisconsin initiated the program in the 1985-87 biennial budget act by authorizing a grant diversion program in no more than ten counties. Wisconsin Act 285, passed in April 1986, required that grant diversion be a component in the newly created WEJT pilot programs. The limit of ten counties was lifted in the 1987-89 budget act, Wisconsin Act 27. Currently, a grant diversion program is one of the four choices of components for participation in the federal Job Opportunities and Basic Skills (JOBS) program.

Under the grant diversion program, an employer hires an AFDC recipient for a regular job at the usual wage. While the recipient receives a paycheck, the AFDC grant is reduced according to a formula; this money is placed in a grant diversion pool. From this pool, the employer is paid a subsidy of up to $400 per month to offset the cost of training an individual who may not have a good work history or may need some experience. Thus, the program is very much like an on-the-job training (OJT) position with the exception that the subsidy comes directly from the diversion of the AFDC grant, rather than another source of funding. In Wisconsin, this type of grant diversion is commonly referred to as the Work Supplementation Program (WSP) and the terms "grant diversion" and "work supplementation" are used interchangeably. There is actually a difference between the two. Work Supplementation refers to the subsidizing of a worker's wage, similar to an OJT placement. Grant diversion is the specific rechanneling of the AFDC grant for the subsidy.

The length of time and the amount of the subsidy of a grant diversion placement vary with the difficulty of the job and the skill level of the participant. More extensive and onerous training would require a longer subsidy period and a larger subsidy. A grant diversion placement varies from 4 to 6 weeks to a federally imposed maximum of 9 months. However, Wisconsin has converted the federal maximum allowance for a WSP contract to 1,238 hours. Following the training/subsidy period, employers are strongly encouraged to keep the participants as employees, but it is not a requirement.

An attractive feature of WSP is the funding arrangement. Since the wages come from existing AFDC funds, the only new costs are for administration to operate the program. The costs of the AFDC grant are already shared by the state and federal governments in approximately a 60% federal, 40% state split. The administrative costs are shared, 50/50 by the federal and state governments.

The first WSPs were funded in 1987 as a component of the five WEJT pilot programs. Additional counties began WSP during 1988 as part of WEJT or CWEP. While supporters of the program saw it as a means to provide AFDC clients with job skills and employment that would lead to a termination of AFDC, WSP turned out to be a seldom used component.

Counties that chose to use WSP had ambitious plans as indicated by the relatively large amounts of money that were budgeted. Funds were expended for the initial set-up and administration of the program, but there were very few participants or reimbursements paid to employers. Analysis of WSP is also complicated by what appears to be conflicting data.

In 1987, four of the WEJT pilot counties chose to operate WSP. Together, these counties contracted to use $107,500 for wage subsidies to employers. None of this money was actually reported to have been spent, which would indicate that there were actually no WSP placements for these four counties in 1987. While this is the case for Douglas and Kenosha Counties, Jackson (3 placements) and Rock (1 placement) report having WSP placements without reporting payments to employers.

Regarding administrative costs, three counties did report expenses in this category. Douglas, Jackson, and Rock Counties reported combined expenses of $28,994 which was under their combined budgets for administrative costs of $50,389. Though Kenosha County did have a contract for payments to employers for WSP, it apparently did not have a contract for administrative costs.

A comparison of the contracts for administration and payments to employers indicates that every dollar that would have been spent on administration would have purchased approximately $2 of wage subsidy. However, the amount of money spent on WSP points to funds being expended for start-up costs with actual placements having yet to occur.

1987 WORK SUPPLEMENTATION EXPENSES AND CONTRACTS

	Administration		Payments to Employers		Reported
County	Expenses	Contract Amount	Expenses	Contract Amount	Placements
Douglas	$9,218	$20,535	$0	$63,000	0
Jackson	15,849	20,636	0	17,500	3
Rock	3,927	9,218	0	9,500	1
Kenosha	-	-	0	17,500	0
TOTALS	$28,994	$50,389	$0	$107,500	4

In 1988, Work Supplementation expanded to additional WEJT and CWEP counties. Thirty counties and 1 tribe contracted for $380,332 for administration and $858,217 for payments to employers. Only 15 counties and 1 tribe reported administrative costs totaling $135,539 and even fewer, 7 counties, reported paying subsidies to employers. Total payments to employers amounted to $76,683 for 37 WSP placements. As with 1987, there were a few inconsistencies in the data with four counties reporting WSP placements with no reported payments to employers. A number of counties also began late in 1988 so that their programs were not yet fully operational.

When looking at the amount of administrative costs used to generate a given amount of wage subsidy, there is a wide variety among the counties. For example, Price County showed that for every $1 of administrative cost, it generated $8 of wage subsidies. Kenosha and Racine County showed even better results by apparently generating $900 and $4,929 respectively, of wage subsidies with no administrative costs. Rock County was the only other county to have a better than a 1 to 1 ratio with each $1 producing close to $1.20 in subsidies. The remaining counties that showed payments to employers for wage subsidies, Douglas, Jackson, and Portage had administrative costs that generated less than $1 of subsidy for every $1 of administration.

The contract amounts for 1988 indicate that for every $1 of administrative costs, over $2 in wage subsidies were anticipated. However, when looking at the actual amounts expended, every $1 of administrative money generated less than $.60 of wage subsidies. This may be misleading for two reasons. First, some counties may have put in place the administrative mechanisms necessary to operate WSP, but had yet to identify clients for a WSP placement. In this case the administrative costs would not result in payments to employers. Second, the wage subsidy was limited to $400 per month and since most WSP contracts were targeted for full time positions, employers may have likely paid employees more than the subsidy. Additionally some contracts may have been written for less than $400 per month for lower paying jobs. Consequently, for those counties which made payments, the administrative costs that were reported may actually have generated a larger amount of wages than simply the amount of the subsidy.

1988 WORK SUPPLEMENTATION EXPENSES AND CONTRACTS

County	Administration Expenses	Administration Contract Amt	Payments to Employers Wages Paid	Payments to Employers Contract Amt	Reported Placements
Adams	$ 129	$ 3,961	$ 0	$21,600	2
Brown County and Oneida Tribe	1,598	9,530	0	4,225	*
Clark	0	8,405	0	68,000	*
Crawford/Vernon Juneau Consortium	22,055	51,000	0	14,000	0
Dodge/Jefferson Consortium	0	200	0	0	*
Douglas	18,264	27,440	11,622	70,440	4
Eau Claire	309	6,730	0	18,000	2
Florence	0	4,630	0	36,000	0
Fond du Lac	0	30	0	0	0
Grant/Green/Lafayette/ Iowa/Richland Consortium	0	2,457	0	6,000	0
Jackson	22,749	22,749	17,539	33,600	8
Kenosha	0	64,200	900	17,500	3
La Crosse	5,675	13,898	0	0	*
Marinette	0	0	0	0	1
Marquette	0	3,962	0	4,200	3
Pepin	0	5,928	0	14,400	*
Pierce	0	4,090	0	7,200	*
Portage	3,296	3,900	1,456	36,000	0
Price	297	14,100	2,376	105,000	1
Racine	0	0	4,929	159,332	7
Rock	31,757	68,694	37,861	152,000	6
Winnebago-Green Lake Consortium	28,911	62,325	0	90,720	0
Wood	500	2,103	0	0	*
TOTALS	$135,539	$380,332	$76,683	$858,217	37

* These counties began late in 1988 so that there was little opportunity to enter clients in WSP. Administrative costs represent primarily start-up costs.

The limited use of WSP in 1988 may also be the result of delayed start-ups for many of the new WEJT/CWEP programs. By comparison the 1987 WEJT pilots made up 28 of the 37 1988 WSP placements. Although the 5 WEJT pilot counties secured more WSP placements in 1988, the program appeared to fall short of expectations. Administrative expenses for these 5 counties were only 40% of the contracted amounts in 1988. For payments to employers, which may be a better indication of the number of WSP placements that were projected, the pilot counties spent only 17% of their contracted amounts.

Discussions with county staff indicated that there were difficulties in using WSP which may have discouraged its use. A number of counties noted that the amount of paperwork involved for the county and the employer often made both groups reluctant to arrange a placement. Others pointed to restrictive rules that limited eligibility as a deterrent to obtaining WSP volunteers. An example of this was the 100-hour rule for AFDC-U cases. A primary wage earner in an AFDC-U family was not allowed to work more than 100 hours per month. Working over 100 hours would remove the family from AFDC. Yet an individual placed in WSP might be likely to work more than 100 hours a month which discouraged AFDC-U clients from volunteering. In 1988, the state attempted to obtain federal permission to waive the 100-hour rule but was turned down. However, in July, 1990, Wisconsin was granted a waiver from the 100-hour rule, one of only three states to receive this exemption.

Cooperative Programming - JTPA/AFDC

With the advent of WIN Demonstration projects and the federal Job Opportunity and Basic Skills (JOBS) welfare employment programs, increased attention has been focused on cooperation between Job Training Partnership Act (JTPA) and AFDC employment programs at both the state and federal level. The JTPA program provides a range of training opportunities for both youth and adult populations with eligibility based on economic status. Individuals on public assistance are one of the target groups for which the program is designed. As early as 1983 Wisconsin policy makers examined methods of encouraging JTPA to cooperate with welfare employment programs through alternatives ranging from forced cooperation to formal suggestions contained in the Governor's Goals for Employment and Training.

Experience throughout the United States suggests that JTPA programs are resistant to enrolling AFDC recipients without being selective. The reluctance of some JTPA agencies to embrace this population under JTPA performance based contracts is due to these clients' historically poor success rates in JTPA programs. Because JTPA funding and success measures are directly tied to job placement rates, operators usually are careful to select those clients most likely to benefit from training. Or, in the eyes of some critics, they select those participants who may likely have found employment without JTPA intervention. This conflict between a performance-driven JTPA system and welfare employment programs which are required to serve all mandatory participants has been an ongoing problem. Some states have addressed the issue through state mandates. For example, in Maryland the Governor mandated that JOBS and JTPA be operated by the same agency as a way of insuring increased cooperation.

In Wisconsin any cooperative programming which occurs is done with the local JTPA agency, individual counties, and the local Job Service office. Some counties have adopted the Job Center concept to reduce duplication and increase cooperative programming. Data on client participation in both programs reveals, however, that a certain portion of the AFDC population moves from one program to the other throughout a five-year period. In some counties there is considerable unwillingness of JTPA to become an active partner in the AFDC employment initiative. In some cases this lack of cooperation can also be directly tied to conflicts arising from the competitive bidding process for WEJT contracts. Interviews with county officials indicate that these conflicts or "turf" issues have been resolved in some stand-alone CWEP counties where CWEP funding is limited to purchase of supportive services. In these cases counties work with JTPA to negotiate training slots not available for reimbursement in CWEP while JTPA is then able to take advantage of the CWEP supportive services not allowable under JTPA. This leveraging of funds or mixing and matching increases the opportunities for participants while benefiting both JTPA agencies and county CWEPs. This type of activity, currently being promoted by DILHR through its Job Centers, has evolved in smaller counties through CWEP. Anecdotal evidence suggests that such cooperation may be the result not only of local personalities but also the size of counties where person-to-person working relationships may override larger regional conflicts at the Service Delivery Area (SDA) level.

AFDC Clients in Both JTPA and Welfare Employment Programs

An analysis of the AFDC population who were caseheads or spouses of caseheads in 1987, 1988 or 1989 reveals a significant overlap between the population active in welfare employment programs and in JTPA programs. A total of 19,108 adults were found to be active at one time or another in both systems. The following table details the overlap between clients who were active in the WIDS system during CY 1986 through CY 1989 and active in JTPA adult programs sometime during PY 1984 through PY 1989. JTPA data for PY 1989 is incomplete and covers only the first half of that program year. The WIDS (Wisconsin Integrated Data System) is the Job Service Computer System for welfare employment programs.

Some individuals may have been enrolled in JTPA prior to their entry onto AFDC or after leaving AFDC. Others are enrolled in JTPA while receiving AFDC or while participating in a welfare employment program. The counts may be incomplete for some counties which only became active in the WIDS system in 1987 or 1988. Given these obvious limitations, the experience of counties varies dramatically, particularly given the advent of WEJT/CWEP. For example, in Bayfield County where there had been little cooperation, the county was successful in bringing about Job Service and JTPA cooperation and now both use the same application form. Joint enrollment has increased for many smaller counties which stress cooperative programming as part of their CWEP strategy, while some larger counties show substantial decreases after the WEJT began. While some of the decreases may be attributable to the fallout from competitive bidding, this is not always the case. In Eau Claire County, both the JTPA and county bid against each other for the WEJT contract, yet 1988 joint enrollment does not show a subsequent decline. In Kenosha County where lack of cooperation has been noted by county officials, the decline is dramatic. Rock County figures for 1987 are artificially high because the JTPA system was the record keeping system for the WEJT population that year.

Subsequent analysis will attempt to include the JTPA experience in the evaluation of WEJT/CWEP. However, reporting and record keeping by counties varies from those which detail referrals to JTPA and those which do not detail any referrals. Future analysis will attempt to control for the effect of "leveraged" JTPA training where program data indicates a referral was made to JTPA. Failure to succeed in prior JTPA (where the entered employment rate for welfare recipients is about 50 percent) or welfare employment programs may also prove to be a predictor of failure to succeed in the WEJT/CWEP programs being evaluated.

APPENDIX A

1987 - 1989 WEJT COUNTY SUMMARIES

In the Summer and Fall of 1989, on-site visits and telephone interviews were conducted with county staff where a WEJT program existed. In addition to interviewing the lead agency in each county, one or two of the subcontracted service providers were also interviewed. Based on these discussions as well as information contained in the WEJT plans that counties submitted to DHSS, a description of each program was developed. These descriptions were later returned to the counties for their approval and editing. The following section contains these program descriptions for each county or county consortium as it operated in 1987, 1988 and/or 1989 respectively. These are not intended to be descriptions of current JOBS programs operating in these counties.

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BROWN COUNTY AND ONEIDA TRIBE - WEJT DESCRIPTION

Forward Services Corporation was the administrative agency for the Brown County/Oneida Tribe consortium, and it held this position under a somewhat unusual arrangement. Forward Services was given a 1-year probationary contract to administer WEJT and was required to give the county $34,000 to hire a "gate keeper" to monitor the actions of Forward Services. The county insisted on this arrangement when allegations surfaced regarding improper actions by Forward Services in previous programs. These allegations were later proven false.

Due to the small size of the Oneida Tribe, it was suggested that they join with a county for the WEJT program. However, the county and the tribe operate WEJT independently. With the exception of enrollment and orientation, tribal agencies operate all other WEJT components for the Oneida Tribe, but the sequence of components was similar for both the county and the tribe.

Contracted Service Providers:

- Forward Services Corporation (enrollment, initial assessment, case management),
- Northwest Technical College (in-depth assessment, remedial education),
- Hmong Association (all services for Hmong clients),
- NEWCAP (CWEP, WSP, remedial education),
- Farmer's Union (job search),
- STIP (motivational and pre-employment training), and
- YMCA (motivational training).

Target Groups:

Target groups included the following:

1. Participants in educational activities who have transitioned from WEOP to WEJT.

2. Case heads who were under the age of 24.

3. AFDC-U families.

Program Components:

Enrollment and orientation were conducted at the Forward Service office in Green Bay and at other locations to allow for better access. In particular, case managers traveled to the Oneida reservation to alleviate any transportation barriers. The session lasted six hours and included a slide program developed by Forward Services that helped explain WEJT. Separate sessions were held for the fast-growing Hmong population in the area and for other clients who may have had reading or writing deficiencies. Clients also completed some assessment exercises and were assigned a case manager.

A few days after orientation, clients met with their case manager for a personal interview. Assessment information was discussed and an EDP was developed. Clients were classified as follows:

a) appropriate for further services,
b) holding status until appropriate service was available, or
c) unassigned status, no available activity was appropriate.

Those in the unassigned status were reviewed periodically to determine whether reassignment was warranted. If additional information was needed for any of these decisions, the client was referred to intensive assessment. Clients also received an intensive assessment after they participated in other components and failed to find employment. Before proceeding to other components, most clients attended a motivational training program. Depending on the client's needs, they were referred to one of three different motivation programs.

If clients were job-ready, they were referred to an eight-week job search. Although initially planned to be a group search activity, small numbers allowed the Farmer's Union to operate the search individually.

If clients were in need of work experience, they were sent to WSP or CWEP. However, WSP was seldom used, and Forward Services did not see this number growing in any appreciable way. They felt that nine months was too long for a WSP contract and that there were too many restrictions and too much paperwork. It was their belief that an OJT could be done with much less work. Unlike WSP, CWEP was a very popular program and was used much more often. CWEP was used as a way to teach basic job skills and give someone a work history and references. The program was presented in a positive manner, and clients saw it as a positive step. Every effort was made to match clients with job sites that fit their interests and abilities. A CWEP placement was often augmented with remedial education. These two components were seen as an important link to obtaining employment, which some did after completing a CWEP site. Most remedial education was done at Northeast Technical College or Curative Workshop.

If clients needed classroom training, they were referred to Northeast Technical College. In addition to the standard 1- and 2-year degree and diploma programs, short-term courses in Business Office Machines and Nursing Assistant were offered. GED and ESL training were a priority for many in the refugee community.

1989 Goals for Brown County and the Oneida Tribe:

1. to have a minimum of 56 percent (1,403) of the AFDC caseload participate in WEJT.
2. to have a minimum of 35 percent (491) of the WEJT participants enter employment.
3. to have a job retention rate of 90 percent for 30 days and 63 percent for 6 months.
4. to have an average hourly wage of at least $5.00.

BUFFALO, PEPIN, AND TREMPEALEAU COUNTIES - WEJT DESCRIPTION

Buffalo, Pepin, and Trempealeau Counties operated WEJT as a consortium. The overall administrative agency was Western Dairyland, but they subcontracted this role in Pepin County to the West Central PIC. WEJT began in May, 1989, as a Phase IV program.

Most WEJT services were provided by Western Dairyland. These include assessment, motivational training, a part of the job search component, CWEP and WSP.

Contracted Service Providers:

- Job Service - enrollment, orientation, and a portion of the job search component.
- West Wisconsin Technical College and
- Chippewa Valley Technical College - remedial education and classroom training.

Target Groups:

All mandatory clients were eligible for a full range of WEJT services. Consequently, no target groups were designated. In the future, Western Dairyland was not certain if a full range of services would be available to all.

Program Components:

Enrollment, orientation and an initial assessment occurred at Job Service. Based on information gathered at this session, a client was classified as job ready or not job ready. Those who were job-ready proceeded to an 8-week job search component. The actual search was preceded by a 3-day pre-employment skills training workshop which also included some motivational training and a job club. If clients were determined to be not job-ready or had completed a job search without gaining employment, they were referred to an in-depth assessment which tested interest and aptitude. With the help of this data, the client and case manager developed an Individual Training Plan (ITP) which charted the future progression through WEJT services.

The first component in the ITP for most clients was a 4-day motivational component. Although clients approached this workshop with hesitation, they soon saw the benefits of the training and left with improved self-esteem and skills in goal-setting and decision-making.

If clients had little work history or experience, their next referral might have been a CWEP placement. CWEP was presented to clients as a positive program which could teach specific job skills as well as provide job references. The program was used at any time in the WEJT sequence, and was not viewed by staff as a punitive measure. WSP was another work experience option, but Western Dairyland did not expect extensive use of WSP because of the "new job" restriction.

Clients referred to remedial education or classroom training were sent to the closest of the two available technical colleges. As of the Fall, 1989, there

were no customized training options, but Western Dairyland was attempting to arrange these at a later date. The technical colleges also offered a driver education course for WEJT clients. In an attempt to satisfy the need for day care providers and supply job training, a future program was planned to train AFDC recipients in child care.

1989 Goals for Buffalo, Pepin, and Trempealeau Counties:

1. To serve all AFDC recipients.
2. To place 15 percent of all WEJT participants in employment.
3. To have job retention rate of 80 percent after 30 days and 65 percent after six months.
4. To have an average hourly starting wage of $4.00.

CRAWFORD, JUNEAU, AND VERNON COUNTIES - WEJT DESCRIPTION

This three-county consortium began its WEJT program in February, 1988 with the Wisconsin Coulee Region Community Action Program as the administrative agency. The Coulee Region CAP retained administrative duties for Crawford and Vernon Counties, but subcontracted these duties for Juneau County (outside its SDA) to the Central Wisconsin Community Action Program. The county administrators did not feel they had the expertise in employment and training and encouraged the CAP to apply for the administrative role.

Contracted Service Providers:

In Crawford and Vernon Counties, the CAP provided all WEJT activities in-house with the exception of in-depth assessment and vocational/technical training which was provided by Western Wisconsin Technical College and Southwest Wisconsin Technical College. In Juneau County, the service arrangement was identical except that the Western Wisconsin Technical College was the only education provider.

Target Groups:

The counties did not track target groups in 1988.

Program Components:

The overall WEJT service design was similar in all three counties. Clients were enrolled by the case manager who did an initial assessment of academic and job skills. If the client was assessed as job ready, an EDP was developed that included a four-day motivational/pre-employment skills training session. The first two days of the session focused on motivational needs based on the ACE model, while the second two days focused on job-seeking skills. Most clients continued in a job club to reinforce learned concepts and act as a support group. Once finished with the four-day session, clients conducted an eight-week job search.

Clients who were determined to be not job-ready were referred to Wisconsin Western Technical College for a full assessment. The results were used to develop an EDP and make referrals to other components. In all three counties, a large percentage did not have a high school diploma so that the first priority for many was obtaining their GED. In addition to the one and two-year programs, the technical college offered a six-week nurses's aide course. Officials believe that more training options were necessary and would be developed in the future, particularly child care training that leads to certification. It was also believed that without outside sources of funds such as Pell grants, etc., educational options would be severely limited. A unique training program that had been initiated by both administrative groups was driver's education. It was discovered that a number of people who either owned or had access to a car did not have a driver's license.

CWEP was another component that was used after assessment. It was viewed as a training tool that taught basic job skills and provided a recent work history and a good job reference. CWEP was also used in conjunction with other components. Administrators were pleasantly surprised at the positive feelings

clients expressed about their experience at a work site and the feeling of accomplishment it produced.

WSP had yet to be used in any of the three counties. The loosening of requirements with JOBS was believed to make it easier to use and, since the economy of the area was expanding, officials thought it would be possible to satisfy the "new job" requirement. Officials liked the program because it was paid employment with no out-of-pocket expense and it provided good training.

The three-county consortium did have a number of concerns regarding WEJT and JOBS. Transportation and child care were problems for these rural counties. Officials had attempted programs such as GED training by correspondence or holding orientation sessions at various sites in the counties. However, transportation and child care continued to be major barriers to participants and would need further innovative solutions.

There was also concern that JOBS would take away the flexibility and local initiatives that were present under WEJT. Because the size of rural WEJT programs were small and staff people often have other duties, these positions did not fit the federal definition of full-time so that county officials believed large amounts of federal funds would be lost.

In spite of these concerns, officials noted that many of the clients were very grateful for finally receiving the chance to participate in these employment and training programs which had not always been available in rural areas.

1989 Goals in Crawford, Vernon, and Juneau Counties:

1. 67 percent of the AFDC caseload will participate in WEJT.
2. 20 percent of WEJT participants will receive a job placement.
3. The retention rate of 30 days will be 65 percent and, after six months, will be 38 percent.
4. The average hourly wage will be $4.10.

DANE COUNTY - WEJT DESCRIPTION

The WEJT program in Dane County (Phase III) operated as a consortium with the Dane County PIC and the County Department of Social Services. However, the PIC operated solely as the administrative agency and operated no other WEJT component. This separation of interests was noted by PIC officials as an important arrangement so that the administrative agency did not manage WEJT to benefit its share of the services. Dane County decided not to be the operational administrator because of the inability to hire more staff and its lack of expertise in the employment and training field. Prior to the county's selection as a WEJT county, the PIC had contacted all of the potential WEJT service organizations, developed a working plan, and obtained the commitment of these organizations to the plan. The PIC approached the County Department of Social Services with a proposal for a consortium which eventually became the arrangement. Administrators believed that the prior commitment of all concerned organizations to the success of WEJT was limited by political in-fighting and resulted in a high level of cooperation.

Contracted Service Providers:

- Madison Area Technical College (orientation, business open lab, academic and vocational assessment, remedial education, long and short-term training programs),
- Employment Options,
- Employment & Training Association,
- Madison Urban Minority,
- United Refugee Services (combination of work experience, employability skill instruction, work supplementation and placement services),
- Job Service (job search and placement),
- Professional Rehabilitation,
- Goodwill Industries, and
- United Migrant Opportunity Services (vocational assessment).

Target Groups:

- Volunteers.
- WEOP clients currently in education or training,
- Long-term AFDC clients who will be leaving assistance within the next 2 years, and
- AFDC-U families.

Program Components:

WEJT began with an orientation at MATC. On-site day care was provided and was designed for WEJT by the MATC Home Economics Department. Case management was handled by Job Service. If clients were initially assessed to be job-ready, they were referred to the job search component that includes job skills and motivational training. Those who were not job-ready were referred to further assessment to determine the appropriate path through WEJT services. The experience in Dane County was that less than 10 percent of the enrollees entered WEJT with sufficient job skills to proceed immediately to a job search component. This was influenced largely by the fact that Dane County did not rely primarily on industry for job opportunities but rather high technology jobs that required a higher level of education. Thus, the overwhelming

necessity in Dane County was for training, and the majority of WEJT participants were directed to some form of educational component. A growing population of Asians and Hispanics also made the need for ESL training greater. A major focus of the PIC was to coordinate and combine the various sources of funding to provide as much training possible.

Administrators noted that many excellent training options already existed at MATC including the instructional and supportive roles played by the Alternate Learning Division and Home Economics Departments.

A unique aspect of Dane County's program was the focus on the entire family. Consequently, children of a WEJT parent(s) were involved in counseling or family skills sessions and were integrated into JTPA programs. Another unique program was "Supported Employment," purchased on an individual basis from Goodwill Industries, Employment Options and the Madison Opportunity Center for clients who had received training but were still unable to obtain employment. This program was a last resort prior to a client becoming exempt. In this program, a person was assigned a "job coach" who accompanied the person on the job site and helped the client adjust to and cope with the job environment for up to 90 days.

1989 Goals for Dane County:

1. To serve all of target groups.
2. Coordination of WEJT with non-WEJT sources.
3. To have 85 percent of the AFDC caseload enrolled in WEJT.
4. To have a placement rate of 70 percent and job retention rate of 70 percent.
5. To have the average hourly wage for these placements be $6.00.

DODGE AND JEFFERSON COUNTIES - WEJT DESCRIPTION

The administrative agency for the two counties was Watertown Job Service. Job Service had also been the administrator for WIN and WEOP in Dodge and Jefferson Counties.

The Department of Social Services for these counties did not wish to operate the program and chose to let an agency more experienced in employment and training operate WEJT. A close working relationship existed between Job Service and the 2 counties which was seen as the key to the program. With the exception of vocational training and JTPA-OJT, all WEJT services were done in-house by Job Service.

Target Groups:

1. Long-term AFDC recipients, especially those with multiple barriers,
2. Young single parents,
3. Families with two or more children,
4. AFDC volunteers, and
5. AFDC-U families.

Target groups were established for both counties, but in Dodge County all mandatory participants received the full range of WEJT services. In Jefferson County some clients were put on a temporary hold due to a lack of staff but were later involved fully in WEJT.

Program Components:

Enrollment, orientation and an initial assessment took place at Job Service. This 2-day session included individual and group activities that led to assessment activities on the second day. Motivational training was also included with former WEJT clients being brought in to share their experiences. A full, separate motivational component was being considered for the future, but officials were concerned that a pre-packaged motivational program would not be suitable for each county's unique situation. Many clients also took a battery of interest and aptitude tests during the second day. Job Service felt these tests were an important assessment tool to help clients match their skills with their interests, especially for clients who were unsure of their future direction. The final result of the two days was the development of the EDP which directed the client through further WEJT services.

Most clients were first referred to a job search component which included both individual search and job club. The 8-week search began with a 5-day workshop that taught job-seeking and job-keeping skills as well as some additional motivational training.

Another option was referral to CWEP, which was still in the start-up stage. CWEP was viewed as a good training tool for those who had been out of the job market for a long time and needed to develop some basic work skills. Clients were able to reintegrate themselves in the labor market in a less threatening way and develop a work history. The WSP option has yet to be used, but the Job Service staff indicated that they intended to try WSP.

The final option was the use of a training program. This included vocational training, remedial education, or OJT. Moraine Park Technical College provided all of the classroom training.

1989 Goals for Dodge and Jefferson Counties:

1. To involve 75 percent of the AFDC caseload in orientation and assessment;

2. To obtain a 45 percent job placement rate for those in WEJT;

3. To have a retention rate of 85 percent after 30 days and 60 percent after 6 months;

4. To have an average hourly wage of $4.80 in Dodge County and $4.95 in Jefferson County.

DOUGLAS COUNTY - WEJT DESCRIPTION

The administrative agency in Douglas County, one of the five pilot counties, was Job Service. The County did not compete for this status because it felt Job Service had more expertise in employment and training and had a successful record in the operation of WIN and WEOP. Job Service provided most of the WEJT components in-house with the exception of remedial and classroom training that was provided by Wisconsin Indianhead Technical College, Duluth Technical College, UW-Superior, College of St. Scholastica and University of Minnesota-Duluth.

Target Groups:

Under its pilot mandate, Douglas County was required to serve all mandatory participants beyond orientation. This level of service was continued as well as a commitment to serve all volunteers. There was concern that this may change, depending on the amount of future funding.

Program Components:

WEJT began with a 3-hour session of enrollment, orientation and initial assessment. Most clients also took a battery of interest and aptitude tests which helped the client and case manager develop the EDP. Based on the EDP, clients were referred to job search if they were job-ready, or to CWEP, WSP or a training component if the clients were not job-ready. However, prior to these referrals all clients attended a motivational component that has been developed by Job Service staff. In the first phase of WEJT (July 1, 1987 to June 30, 1988), this sequence of components was slightly different. Initially most clients went through a job search component right after orientation. The search was meant to be an assessment tool. If employment was not found during this search, clients were referred to intensive assessment which resulted in an EDP. This arrangement did not prove to be as effective as anticipated, so it was changed. WEJT later had a greater stress on education and training which administrators hoped would produce better long-term results.

If clients were not job-ready, they were referred to WSP or CWEP. Stringent regulations made extensive use of WSP difficult. CWEP was useful and was presented as a positive program that helped to teach basic job skills and construct a work history. Approximately 20 to 25 job sites were developed, aided by Job Service's history in running work experience programs for WIN and WEOP.

The large number of schools in the Superior - Duluth area offered a wide variety of training options. A specific subcontract existed with Wisconsin Indianhead Technical College (WITC) for remedial education. Prior to 1989, WEJT clients entered WITC remedial classes, but an insufficient number of openings existed so that a waiting list developed. To alleviate this problem, WEJT paid for a teacher to hold extra classes specifically for WEJT clients.

1989 Goals for Douglas County:

1. To have 57 percent (600 clients) of the AFDC population participate in WEJT;
2. To have 3 percent (32 clients) leave AFDC as a result of WEJT;
3. To have a job placement rate of 15 percent of the WEJT participants;
4. To have a retention rate of 90 percent after 30 days and 80 percent after 6 months; and
5. To have an average hourly wage of $4.85.

EAU CLAIRE COUNTY - WEJT DESCRIPTION

Eau Claire County was a Phase III program which began in July, 1988. The administrative agency was the County Department of Human Services. In spite of having little experience in employment and training, county officials were interested in being the administrative agency from the beginning. They believed that the county should be the focal point of a program of this sort and was best suited as a neutral party to bring all of the social service resources together.

Contracted Service Providers:

- Department of Human Services (case management),
- Job Service (WSP, motivational training, job search and development),
- Chippewa Valley Technical College (remedial education, vocational training, comprehensive assessment), and
- Western Dairyland (CWEP).

Target Groups:

At the request of the state, Eau Claire used a random selection process to choose those who were eligible for the full range of WEJT services. Only those whose social security numbers ended with 3, 6, 7, 8 and 9 were able to access enhanced services. All others received orientation and an introduction to other resources in the county. Eau Claire designated target groups but they were not used under this random selection system. Those in the "unassigned" pool were brought into the WEJT system. Eau Claire no longer uses the random selection process.

Program Components:

A 4-hour enrollment and orientation was done by the county staff, and clients were assigned a case manager at this time. Together, the client and case manager developed the EDP which directed the client to further WEJT services. A separate orientation was held for the Hmong clients by the Hmong case manager. In the initial phase of WEJT, orientation sessions were held separately for those who received extended services and those who did not. These two groups later received orientation together. On-site day care was available and county officials cited this as an important assessment tool. When parents were present with their children, or sometimes when day care staff dealt with the children alone, family problems or other barriers became evident that may not have been known in any other way. Shortly after orientation, most clients attended the motivational component before entering any other WEJT program.

If clients were determined to be job-ready, they were referred to job search which included pre-employment training, independent and group search. Although originally expected to be higher, only 17 percent of the clients were ready for immediate job search.

If clients needed work experience, they were referred to WSP or CWEP. Officials did not believe that the original restrictions on WSP placements were prohibitive. Instead they felt that more effort needed to be made to market the concept. CWEP was used to teach job skills and give a client a work

the concept. CWEP was used to teach job skills and give a client a work history and the self-confidence to enter the labor market on their own. The CWEP component also included some motivational training and job search. CWEP used a possible 30 job sites, and county officials expected the use of CWEP to grow in the future.

Administrators viewed training as the most important component in WEJT. The county estimated that 50 percent of WEJT clients were involved in some type of training program. Originally, Eau Claire County had the chance to become a CWEP county. After the County Board reviewed the proposal, they turned it down because they felt there was not enough emphasis on training.

Many training programs were available through Chippewa Valley Technical College. All clients interested in a training component were assessed at the technical college. These programs included drivers education, ESL, GED and other remedial programs. Short-term training classes were also being explored.

Chippewa Valley Technical College developed a videotape series for the Hmong population. The eight-part series was done in the Hmong language and covers topics ranging from job planning and the welfare system to self-esteem and goal setting. The tapes have been used by other counties and agencies.

1989 Goals for Eau Claire County:

1. To serve 70 percent (1,740) of the AFDC adults in WEJT.

2. To have 30 percent of those in WEJT extended services enter full- or part-time employment.

3. To have a retention rate of 90 percent of 30 days and 60 percent for 6 months.

4. To have an average hourly starting wage of $4.70.

FOND DU LAC COUNTY - WEJT DESCRIPTION

WEJT began in Fond du Lac County as a Phase III program in November, 1988. The County Department of Social Services was the administrative agency and performed most WEJT services in-house. County officials believe that the system was able to react more quickly and efficiently since most services were done by one group. Job Service received a subcontract to operate job search activities and WSP. Moraine Park Technical College provided remedial education and vocational training as needed.

Fond du Lac County operated a stand-alone CWEP program since May, 1988. With this program already in place, county officials believed the transition to WEJT was a smooth process.

Target Groups:

- WEOP participants for two or more years,
- Teen mothers,
- Those out of the labor force for more than 5 years,
- Those with no high school diploma or GED,
- ESL participants,
- New applicants, and
- The Laotian/Hmong population.

It was the experience of the county that the majority of AFDC recipients were willing participants in WEJT. Fond du Lac County was able to serve all of the mandatory population and some volunteers with the full-range of WEJT services. However, county officials noted that if caseloads increased, the above target groups would be used.

Program Components:

Enrollment and orientation took place at the county office with a 6-hour session on alternating Thursdays. Orientation included employability assessment, basic math and English testing, and motivational training. On-site day care was provided by two WEJT participants as a CWEP activity. By having on-site day care, many clients who formerly did not show for the first orientation, were attending on a more regular basis. Clients who were members of the Hmong community were scheduled for a separate orientation.

During the orientation each client, with few exceptions, signed up for a 3-day motivational session. These sessions were conducted bi-monthly with an adapted version of the ACE model which included interest and career tests, communication skills, goal setting, stress management skills and self-esteem exercises. In addition, former WEJT participants were brought in to discuss their experiences and fears. A week to 10 days after orientation, clients met with their case manager, reviewed the information gathered at the orientation and together, they developed an EDP.

Based on their EDP, clients were referred to a variety of services. If clients were job-ready, they were referred to an 8-week individual job search. If employment was not obtained and clients were job-ready but needed job-seeking skills, they were referred to a pre-employment workshop. Clients were shown how to dress appropriately for a job interview, and how to do so on a

small budget. IM workers modeled suitable clothing for the clients and later took them to Goodwill Industries to purchase those types of clothes.

Those with little or no work experience were placed in one of the 41 CWEP work sites. Participants helped select the job site, and only those work sites that had training value were considered. Clients were not placed at sites only for the sake of "working off their grant". CWEP was also used as an assessment tool to measure a client's maturity level.

WSP was also an option but was not often used. Officials believed WSP usage was slow during its early days because it was not well known in the community. They were hopeful that the use of WSP would grow in the future.

Finally, clients were also referred to a variety of enhanced services such as remedial education, family living education or classroom training. If outside funding was available, the department also supported clients in obtaining a 2-year associate degree. Once training was completed, clients entered a job search or, if the job search failed, were given a CWEP placement.

1989 Goals for Fond du Lac County:

1. To have 910 AFDC recipients participate in WEJT enrollment and orientation.

2. To increase the percentage of AFDC recipients with earned income from 35 percent to 40 percent.

3. To increase the average wage from $5.00 per hour to $5.50 per hour.

4. To have a job retention rate after 30 days of 85 percent and after 6 months of 80 percent.

5. To have 40 percent of WEJT clients placed in employment.

GRANT, GREEN, IOWA, LAFAYETTE AND RICHLAND COUNTIES - WEJT DESCRIPTION

In 1987, Grant County officials initiated a proposal to form a 5-county consortium. None of the other 4 counties was interested in being the administrative agency, so Grant County applied for and received this designation. For a group of smaller counties, the consortium arrangement allowed for flexibility within each county and a degree of cost efficiency. The 5 years prior to WEJT, there had been no employment and training program in any of the 5 counties. However, Grant County did operate a stand-alone CWEP. While the use of individual WEJT components varied in each county, the overall program was fairly consistent. Although Grant County was the administrative agency, a board of directors, made up of the five county directors, provided a great deal of input.

Contracted Service Providers:

- Southwest Private Industry Council (orientation, assessment and case management),
- Job Service (job search),
- Southwest CAP (CWEP and WSP),
- Southwest Wisconsin Technical College, and
- Blackhawk Technical College (remedial and classroom training).

All of the counties operated a job center so many of the providers were co-located.

Target Groups:

When WEJT began there was a large influx of mandatory participants that needed to be enrolled. To accommodate these large numbers, some target groups were set to help organize enrollment. All of these clients were enrolled and target groups were no longer necessary.

Program Components:

WEJT began with a 2 to 4-hour enrollment, orientation and initial assessment. The length of time and location varied with each county. Some elements of motivational training were integrated into the activities, and clients were assigned a case manager. One exception to this was in Green County where they did have a full, 3-day motivational component.

The first step was participation at a CWEP site. County officials believed strongly in the use of a front-end CWEP activity because it was a good assessment tool that helped judge a person's motivation and job skills. Valuable work experience was gained and many CWEP participants obtained employment after the placement. Some clients volunteered to extend the length of their placement. With these people employed, it allowed the WEJT resources to be devoted to the people who were less able to obtain employment. County staff also suggested that as a rural consortium, many participants felt a need to work for their grant and were happy for the chance to do so. If clients were clearly job-ready at the time of enrollment, they were referred to the job search component which included pre-employment training, and group or individual job search. It was estimated that only about 5 percent of WEJT clients were sufficiently skilled to enter an immediate job search.

If employment was not obtained after the CWEP placement, clients met again with their case manager for a 1-hour individual assessment at which time an EDP was developed that referred them to further WEJT services.

Although WSP was an option, it was seldom used. Officials cited the restrictions and the amount of paperwork as deterrents to its use. Very often remedial education was scheduled for clients and this may have been done in conjunction with a CWEP placement or other components. Those in need of vocational training were referred to the technical colleges which had a variety of 1- and 2-year programs. However, vocational training was limited by the lack of training institutions that were located in close proximity to the clients. Other training programs included an 8-week nurses' aide training, and PIVOT - a program for displaced homemakers. Drivers' education was also offered because many clients did not have a license.

Beginning in July, 1989, the consortium instituted a family-based approach where the focus was not only on individual barriers to employment, but also on family problems which prevented employment. Counselors were assigned and met with families for family-based assessment. A plan was developed that provided direct intervention in the problems that confronted the entire family and affected the client's employability.

Along with Kenosha County, the consortium was a pilot for a new case management approach. Case managers were more involved with the clients from the first day they applied for assistance. This was being done for all new AFDC enrollees. It was hoped that this approach would begin talking about employment immediately and reinforce that assistance was only a short-term relief program.

1989 Goals for the 5-County Consortium:

1. To have 70 percent of the AFDC cases active in WEJT.

2. To have a job retention rate of 85 percent after 30 days and 75 percent after 6 months.

3. To have an average hourly wage of $4.75.

JACKSON COUNTY - WEJT DESCRIPTION

Jackson County was one of the five original pilot counties and the predominantly rural county, as required in the WEJT legislation. The county was very interested in starting WEJT because the program had greater participant involvement and cost the county very little money since most expenses were covered by state or federal funding. County officials were adamant that the Department of Social Services be the administrative agency, but they expressed no concern over any further subcontracts. Consequently the county subcontracted most WEJT services to other providers.

Contracted Service Providers:

- Job Service (counselor consultant, orientation, OJT WSP, job search, pre-employment training and motivational training),
- Western Dairyland (CWEP and OJT through JTPA), and
- Western Wisconsin Technical College (remedial and classroom training).

Target Groups:

Jackson County did not limit services to target groups, and there were no plans for this in the future. WEJT was slow to begin in Jackson County because there had been no recent program such as WEOP. There had been only a small general relief work program. In earlier years the county had operated a WIN program and an Indian Relief Program but these had ended.

Program Components:

An interesting feature of the Jackson County WEJT was the lack of a case management system. After enrollment and orientation, clients were sent to the counselor who conducted a number of assessment tests, depending on the client's needs. From this point, clients were then referred to a component specialist who directed them through the activity. If clients had marketable job skills or had been in the labor market 6 months or more, they were referred to an 8-week job search, including pre-employment training. Those who were not job-ready were referred to the other WEJT components such as CWEP, WSP or training options. Beginning in 1989, a full motivational component was incorporated into WEJT. Jackson County recruited a few of the surrounding counties to share the expense of bringing in the ACE training staff to train the WEJT staffs. Officials were very happy with the results of the motivational component.

CWEP was viewed as a positive program that helped provide job skills. Staff maintained it was rarely used as a punitive measure. Great effort was made to match clients with work sites that coincided with their interests and skills. It was believed that CWEP helped to build confidence in the client that, in time, led to greater motivation. The county was starting a day care center which would help alleviate the day care shortage and provide a group site for ongoing CWEP referrals.

WSP was another option, but it was not used as much as expected. Officials noted that in previous WSP referrals employers did not like to commit to hiring the individuals after the contract ended.

Finally, a number of training options existed including OJT through JTPA providers, and 1- and 2-year degree programs at the technical college. Some training programs were developed with WEJT clients in mind. One program was a drivers' education class for the numerous WEJT clients without a license. Also, Job Service met with representatives from 4 major industrial firms in the area to obtain a survey of their future labor needs. The result was the development of a series of classes of 80 to 100 hours. The classes prepared WEJT clients for the industrial labor force, with basic courses in work ethics, use of measurement tools and quality control. Clients had the option to learn blueprint reading, lathe and welding. The classes were attended by WEJT and JTPA participants and people that the employers sent.

1989 Goals for Jackson County:

1. To have 75 percent of the AFDC caseload participants in WEJT.

2. To have a retention rate of 90 percent after 30 days and 75 percent after 6 months.

3. To have an average hourly wage of $4.60.

KENOSHA - WEJT DESCRIPTION

Kenosha County was one of five counties to begin WEJT as a pilot program in December, 1986. The County Department of Social Services was the grant recipient for WEJT but they believed they did not have sufficient expertise to operate an employment and training program. Consequently, the county contracted the duties of administrative agency to the Southeast Wisconsin PIC.

Soon into the program, a dispute arose between the PIC and county officials over the scope of WEJT and the use of WEJT funds. While the PIC believed that it only had funds for and were required to serve approximately 300 participants, the county expected the PIC to be serving all mandatory clients. The county contracted with the Institute for Research on Poverty (IRP) to study the WEJT program and present recommendations. Among their findings, IRP found that the PIC enrolled clients that were relatively easy to serve, and that these clients were most often referred to short-term training components operated by PIC. Consequently, many mandatory participants who were difficult to serve did not receive services, and a number of WEJT components such as job search and long-term options were under-utilized.

In April, 1987, Kenosha County officials formed a new management group which involved the county more directly in the supervision of the WEJT program. In May, the WEJT program was completely shut down. During the months of June, July and August, county officials with the aid of IRP recommendations completely redesigned the program. A new version of WEJT began operation on August 20, 1987.

Contracted Service Providers - December 1, 1986 to June 30, 1987:

- Private Industry Council (administration, on-the-job training, counseling and placement)
- Gateway Technical College (remedial education, motivational training, pre-employment skills, and vocational skills training)
- Lakeshore Job Service (job search, job-seeking skills workshop)
- Goodwill Industries (intake, initial assessment, case management, motivational training and CWEP), and
- Kaiser (in-depth group assessment and pre-employment skills training).

Target Groups:

Because they were one of the two fully funded WEJT programs, Kenosha County maintained it was able to offer a full range of WEJT services to all mandatory participants. If funding at a future date became insufficient, services would be directed to the target groups as specified in the federal JOBS legislation. During the time prior to the change in the mandatory population on September 1, 1988, Kenosha served numerous volunteers.

Program Components:

According to proposals submitted to the state, the following description details the intended sequence of WEJT services. However, as previously noted, there were a number of discrepancies regarding the actual order of service delivery.

During the first six months of WEJT, clients began by being enrolled at Job Service, followed by an orientation and initial assessment at Goodwill. At this point, case managers were assigned and the EDP began to be formed. Those clients who were judged to be job-ready were referred back to Job Service for an eight-week job search. Clients who were not job-ready were referred to the PIC where they received a two-week motivation workshop before proceeding to another component. To determine the appropriate path, Kaiser conducted an in-depth assessment/pre-employment skills workshop. Little money was available at this time for training so the PIC funded these options through JTPA. Work supplementation was not in use at the time and CWEP, still in its infancy, had only a few referrals.

In July, 1987, the service delivery plan was completely revamped. Goodwill handled all of the intake, initial assessment, motivational training, and case management as well as a fully developed CWEP. The Professional Service Group assumed all of the in-depth group and individual assessments, and Job Service continued to operate the job search and job-seeking skills workshop. Goodwill, along with Gateway Technical College, developed a motivational component, based on the ACE model that was given to almost all WEJT clients shortly after enrollment and orientation. For those who were job-ready, the motivation component was followed immediately by a job-seeking skills class, during which many of those that were clearly job-ready obtained employment. Those who had not obtained employment at this time were referred to Job Service for the job search component. Gateway Technical College continued to provide most vocational skills training, remedial education and pre-employment skills training, and the PIC occasionally provided some OJT. An important change was an effort to develop better coordination between the County Department of Social Services, Goodwill and Job Service.

After a slow start, CWEP participation was expanded to 90 possible CWEP sites. It was sold to clients as a positive experience that helped provide access to the labor market. Staff maintained that although occasionally used as a punitive measure, this approach was avoided. CWEP was often used in combination with job search.

The Work Supplementation Program was a disappointment to county officials. Staff saw the restriction of no earned income as the main problem of WSP. While the JOBS legislation removed some of these, the requirement that a WSP position be a "new" job made the program equally difficult to implement.

Officials stressed that training continues to be an important focus of WEJT in Kenosha.

Numerous concerns regarding child care, including post-AFDC day care precipitated the hiring of a special child care coordinator. The duties of

this position included developing a list of child care providers, organizing day care for WEJT activities, working with regular providers to develop an increased number of slots and trying to promote the use of post-AFDC day care. Officials believed the position was a great success, indicated in part by the fact that no client had been exempted for a lack of child care. Officials believe post-AFDC day care was not used for two basic reasons:

1. Once clients were off public assistance, they rarely wished to continue this in a different form, and

2. Most WEJT clients who obtained employment began at jobs with odd hours or on second or third shift, for which there were no certified child care providers.

Another change was the addition of two new case trackers who collected data, particularly on former clients, to determine the effectiveness of WEJT. The data collection and interviewing was a bit more difficult than first expected due to the mobility of the clients. WEJT also made a more determined effort to tap the "hidden" job market and labor shortage in Lake County, Illinois, and was working more closely with business to develop customized training programs.

1989 Goals for Kenosha County:

1. Eighty percent of AFDC adults will be enrolled in WEJT.
2. Twenty-five percent of those who enter the WEJT system will be placed in employment.
3. Eighty percent will retain their job after 30 days, 60 percent after 6 months.
4. A full-time hourly wage rate of $6.00 per hour.

LA CROSSE COUNTY - WEJT DESCRIPTION

La Crosse County began WEJT as a Phase III program in November, 1988 with La Crosse Job Service as the administrative agency. The county did not wish to expand its office to administer WEJT so it did not enter the competitive bidding process. The lead agency role was eventually awarded to Job Service.

Contracted Service Providers:

- Job Service (enrollment, case management, initial assessment and job search,
- Western Wisconsin Technical College (WWTC) (classrooms, motivational training and pre-employment skills),
- Coulee CAP (CWEP), and
- The Hmong Mutual Assistance Association (case management, pre-employment skills and motivational training for the Hmong clients).

Target Groups:

Officials pointed out that all mandatory participants were being served beyond orientation. Target groups were designated in the original plan, but the group of new mandatory clients (parents with children ages 2 to 6) turned out to be smaller than anticipated. If funds should become inadequate in the future, services would be limited according to the JOBS target groups.

Program Components:

Clients entered WEJT with a four-hour session at Job Service that included enrollment, orientation and an initial assessment. The refugee population was enrolled individually by the refugee case manager. During the initial assessment, clients who were job-ready were directed to the job search component. Officials anticipated this group to be a large portion of WEJT participants. However, the lack of job skills reduced this initial job-ready group to only about 25 percent of the new enrollees. Those directed to job search first received pre-employment training at WWTC. The job search component was either group or individual and often included a job club. If employment was not obtained, the client was referred back to the case manager for development of an EDP and referrals to other WEJT components. Those who were designated as not job-ready were referred to further assessment and the development of an EDP. Most clients participated in a motivational component after obtaining the EDP. The motivational training was based on ACE and lasts 6 hours per day, twice a week for 6 weeks. Motivational training for refugees was done for one week, 8 hours a day, with follow-up sessions for one month after. Refugees did not receive motivational training automatically up front, but were selected as their language skills reached a sufficient level.

CWEP was a popular program. A strong attempt was made to match job sites with client interests. CWEP was used at various times in the program, but each client had to have an EDP before being placed at a CWEP site. The WSP was a disappointment, but with the lessening of requirements for participation under JOBS, it was hoped that more WSP contracts would be written in the future.

Long and short-term training programs were offered at WWTC. In the early days of WEJT, many of the WEOP carryovers were involved in training programs. This group was made a high priority for WEJT transitioning so that their educational training would not be interrupted.

Still in the development stage was a Small Business Development program which would assist people in starting their own businesses. Very soon, Job Service was planning to open an on-site day care center for clients attending on-site activities or in need of emergency day care for other WEJT activities. Job Service was furnishing the space and equipment but was subcontracting the actual operation to a local licensed provider.

1989 Goals for La Crosse County:

1. 25 percent of the WEJT participants will find employment with 92 percent of this group retaining employment after 30 days, and
2. 75 percent retaining employment after 6 months, and
3. The average hourly wage of $4.65.

MANITOWOC COUNTY - WEJT DESCRIPTION

Manitowoc County began its WEJT program in July, 1989. The Human Services Department was the administrative agency, but decided to subcontract all WEJT services, excluding post-AFDC day care, to Job Service. To assume more of the duties of WEJT, the county would have had to hire more staff. However, county officials feared that after a few years, WEJT funds would be cut back so that the increased staff could not be supported in the future by the county budget. Consequently, it was determined that the county would subcontract to Job Service, who had expertise in employment and training to operate the bulk of the WEJT program. Job Service operated most WEJT services including case management, orientation, assessment and job search.

The economic outlook for the county had improved in 1989 and as a result, officials were anxious to implement WEJT. Officials maintained that early WEJT planning was hindered because of a lack of guidance from state officials. While the concept of flexibility was important, Manitowoc officials felt that each county had to "reinvent the wheel" which created a great deal of duplicated effort.

Contracted Service Providers:

- Lakeshore Technical College (remedial education, vocational training and ESL),
- Forward Services Corporation (CWEP and WSP), and
- Lakeshore Indo-Chinese Mutual Assistance Association (case management for Asian refugees).

Job Service staff conducted the motivational training component, and their staff as well as the staff of other agencies involved in WEJT were trained by Curtis and Associates. All motivational training followed the Curtis model, which assumed that most clients would find employment after motivational training.

Target Groups:

1. WEOP transfers that were currently active in training.
2. New AFDC clients.
3. Refugees (primarily Hmong, likely to increase dramatically).
4. Recipients whose youngest child were 2 years of age.
5. Caseheads who were age 24 or younger (excluding Learnfare recipients).
6. Long-term AFDC clients (3 years or more on WEOP).
7. Recipients who have two or more of the following characteristics:
   a. Have never held a paying job.
   b. Have no high school diploma or GED.
   c. Have never been married.
   d. Have two or more children.
   e. The youngest child will be 18 years old in two years.
   f. Clients who volunteer for participation.

Once WEJT was in full operation, it was estimated that all mandatory clients would be served through the full range of WEJT services.

Program Components:

The first WEJT component was a 6-day session that included enrollment, orientation, motivational and job-search training, and assessment. Data was gathered to determine whether a client fit one of the target groups. Clients also met with their case managers to develop an EDP, which classified the client in one of three categories: available for immediate service, holding until appropriate service was available, or unassigned due to no appropriate service being available. If the initial assessment determined that participants had job skills, their first WEJT activity was an 8-week job search. Case managers referred clients to further WEJT services or requested that extensive assessments be done.

Most clients participated in job search which included training in job-seeking skills. In the past, the 8-week search was divided into two 4-week searches, with one 4-week search conducted every 6 months. It was felt that 4 weeks was more than sufficient to find employment in the Manitowoc economy and that an additional 4 weeks immediately following would not be productive. The county believed it would be more efficient to wait 6 months before exploring the job market again. However, for WEJT, a concurrent 8-week search was planned. If participants were unable to find employment after a job search, they met again with their case manager to develop a new EDP.

A client who was not immediately job-ready was referred to a number of possible services such as ESL classes, GED classes or AODA counseling. If no appropriate service was available, the client was referred to intensive assessment or was designated "unassigned" for up to 60 days.

County officials expected CWEP to be an often-used component of WEJT. Officials observed that CWEP got clients back to work, which was often a positive experience that helped clients feel good about themselves. Most CWEP participants were those who had no other appropriate WEJT activity or had received training and failed to find employment.

While WSP was an option under WEJT, the paperwork and restrictions made it a difficult program to implement. Forward Services believed that changes along these lines could make WSP an effective program.

Training programs were developed in cooperation with Lakeshore Technical College and other educational institutions in the area that were responsive to the local job market. An 8-week welding course was developed when the Manitowoc shipyards needed workers. Other short-term programs as well as 1- and 2-year programs were also available from Lakeshore Technical College. However, training normally occurred after a client had gone through an unsuccessful job search. Training was not suggested as the first course of action in WEJT. Only if clients had a clear idea of a training program and they proposed it to their case manager was training considered as an early option.

1989 Goals for Manitowoc County:

1. 82 percent (1,062) of the AFDC caseload, including WEOP carry-ins who are new clients, will participate in WEJT by December 31, 1989.
2. 21 percent (225) of WEJT clients will enter employment.
3. Job retention after 30 days will be 90 percent and after 6 months will be 63 percent.
4. Clients will be trained and placed in employment that pays approximately $5.00 per hour.

MARATHON COUNTY - WEJT DESCRIPTION

The County Department of Social Services was the administrative agency for Marathon, a Phase III county. WEJT began in Marathon County in February, 1989. From the beginning, the county wanted to be the lead agency for WEJT. The county thought it was in a better position to coordinate services for its own clients, particularly the direct links with income maintenance.

Contracted Service Providers:

- Marathon County Department of Social Services (CWEP, WSP and support services),
- Job Service (enrollment, orientation, initial assessment, case management and job search),
- North Central Technical College (long- and short-term training, in-depth assessment, VESL, ESL and remedial education),
- Lutheran Social Services (pre-employment training and job search for refugees).

The Hmong Mutual Assistance Association also provided VESL classes, but through other sources of funding. VESL refers to vocational ESL where the focus was on technical and industrial language skills that were necessary for obtaining employment.

Target Groups:

1. Case heads under the age of 21,
2. People likely to be long-term AFDC recipients, and
3. Long-term AFDC clients who were not placed in employment under WEOP.

As of the Summer, 1989, all mandatory WEJT clients were eligible for services beyond orientation. However, in the future, the county may have to use the target group plan that was developed in the initial WEJT plan. This plan stated that one-half of the training slots and all of the 1-year vocational/technical program slots would be reserved for members of the three target groups listed above. While others were allowed to enter training programs, the members of these groups would be targeted for training.

Program Components:

Clients began WEJT with a 4-hour session at Job Service that included enrollment, orientation, the assignment of a case manager, and an initial assessment. With information gathered here, the client was determined to be job-ready or not job-ready. Those that were job-ready, approximately 80 percent of the enrollees, were referred to an 8-week independent job search. The remaining 20 percent met with their case manager to develop an EDP that referred them to a work experience or training program based on their barriers to employment. Many clients needed remedial education or ESL instruction which was one of the first referrals. Job search was used purposely as an assessment tool because it was felt that the labor market was the best determinant of employability. If clients failed to find employment, they met again with their case manager to decide on an EDP and the best path through further WEJT services.

Marathon County has a large refugee population. To accommodate some of their special needs, Lutheran Social Services operated the Special Employee Training (SET) program. SET was an 8-week program that combined 4 weeks of pre-employment training tailored specifically for the refugee population with 4 concluding weeks of structured job search activities. The program also dealt with motivational topics and improved client self-esteem. Since the use of English was crucial for job placement, the classes began with those refugees that were most fluent in English. As others moved through ESL classes, a growing number of refugees would be moved through this component.

Beginning in the Fall of 1989, a 4-day motivational component was added that was done by county staff. They were exploring the possibility of holding the sessions at a location other than the county office, preferably a conference center, to avoid an institutional atmosphere.

Clients who were in need of work experience were referred to CWEP. County officials liked the program but felt it had been under-utilized. The use of CWEP was expected to grow in the future. As a predominantly rural county, it remained a challenge to develop work sites that were accessible for those who had limited transportation options.

Though not often used, WSP continued to be a program component for WEJT participants. While an ongoing effort was being made to inform employers and WEJT participants about WSP availability, officials observed that the "new jobs" provision in the JOBS legislation would make it more difficult to attract employer interest in WSP.

As previously stated, both mandatory and volunteer clients were referred to training, but the three target groups were especially encouraged into training options. Many programs existed at the technical college, including 1- and 2-year vocational programs and ESL classes. Short-term training classes were developed by the technical college for nursing assistant and clerical skills. Other training programs were being explored including welding, child care and security guard/private investigation.

1989 Goals for Marathon County:

1. To enroll 1,005 in WEJT which was 78 percent of the adults on AFDC.
2. To have a job placement rate of 30 percent of the total WEJT caseload.
3. To have a job retention rate of 90 percent after 30 days, and 50 percent after 6 months.
4. To have an average hourly wage of $4.80.

RACINE COUNTY - WEJT DESCRIPTION

According to state requirements, one of the five WEJT pilot counties was to serve only those who volunteered for the program. Racine County requested and was granted this status by the Department of Health and Social Services when it began WEJT in August of 1987. The County Human Services Department became the grant recipient but immediately subcontracted administrative duties to the PIC. CWEP and post-AFDC day care were operated by the county.

Contracted Service Providers:

- Kaiser (case management, assessment and pre-employment skills),
- Job Service (job search),
- Gateway Technical College (remedial education, motivational and skills training), and
- PIC (on-the-job training and customized training).

This arrangement remained until Calendar Year 1989 when Racine County was no longer voluntary. With a mutual agreement between the county and the PIC, the PIC ended its role as administrative agency and contributed only OJT through JTPA funding to WEJT clients. County officials believed it was important for the county to be the hub of all social services. Serving clients with income maintenance and employment training services was an important link that county officials believed showed clients that the county was concerned about their future, not only distributing money.

Target Groups:

Since Racine was a voluntary county, it did not have target groups. Once a mandatory county, Racine officials knew they would not be able to serve all of the mandatory referrals, so they decided to use the motivational session as a screening tool. Invitations were sent to all mandatory clients for the motivational component. Those who actually attended were later referred to Kaiser for case management and were eligible for the full range of WEJT services. Those who failed to attend were placed on a holding status for a short time until they could be referred to low cost programs such as CWEP or job search. As of July 1, 1989, this method of screening was eliminated. Instead, they have followed the target groups as outlined by the State of Wisconsin and the JOBS legislation.

Program Components:

During the voluntary phases, clients entered WEJT through 3 possible routes. These routes were: Job Service tried to recruit those in WEOP; income maintenance workers could suggest WEJT participation to new clients or to continuing clients at their 6-month review; or those attending WEOP skills training classes were recruited to join WEJT. Once enrolled, these volunteers attended a 3-day motivational workshop based on the ACE model. Lunch was also provided to those who attended. Following motivational training, clients were assigned a case manager where an EDP was developed and referrals were made to other services. The case manager could also use an in-depth assessment to develop the plan. If clients were deemed job-ready, they were referred to a job club. If clients were not job-ready, they were referred to the appropriate training or work experience component (CWEP, WSP).

Concerning work supplementation, county officials liked the program and would have used it more if the regulations and paperwork weren't so excessive. CWEP did not begin until Racine became a mandatory county. It was seen as nearly impossible to convince a "volunteer" to commit to CWEP, a program that made WEJT participation mandatory once they enrolled.

Training options in Racine County included the 1- and 2-year programs at Gateway Technical College and some short-term programs developed for WEJT participants including: an 8-week nursing assistant course and a 6-week child care course. WEJT money focused on assessment to determine the best choice of careers. All of the tuition for education was paid for from other sources.

In 1989, the county began administering WEJT. Service providers were changed to include:

- Goodwill (enrollment, orientation, adjudication and CWEP),
- Job Service (job search),
- Kaiser (case management and WEP), and
- Gateway Technical College (pre-employment skills and vocational training.

Other changes were instituted in 1989 such as a program to recruit 50 unassigned clients who were willing to provide day care for one other WEJT client. This would exempt the client for up to one year. It was hoped that many of these would remain employed in the child care industry after the 1-year exemption ends. Also, before 1989 most clients went through a formal assessment that included interest and aptitude tests. Beginning in 1989, only those who really needed it received an assessment.

<u>1989 Goals for Racine County</u>:

1. To enroll 60 percent (3,000 clients) of the total AFDC population in WEJT.
2. To have a job placement rate of 45 percent.
3. To have a retention rate of 90 percent after 30 days, and 60 percent after 120 days.
4. To have an average starting hourly wage of $4.41.

ROCK COUNTY - WEJT DESCRIPTION

Rock County began WEJT in January, 1987 as one of the five pilot counties. The County Department of Social Services was the administrative agency since the inception of WEJT. Original planning brought close cooperation among the county, Job Service and the PIC. They began the program with the belief that the programs should be created for the people, not the people for the programs. Consequently, WEJT programming grew gradually as needs became apparent, and components changed with the help of participant input.

Contracted Service Providers:

- Job Service (enrollment, orientation, initial assessment, job search, work supplementation and case management))
- CESA (transitional workshop), and
- Blackhawk Technical College (remedial education, in-depth assessment and vocational training).

In the first year of WEJT, CESA provided motivational training through a subcontract with the PIC. Beginning in the second year, CESA contracted directly with the county for this activity.

Target Groups:

Rock County was one of the two counties that selected WEJT participants using a random selection process based on the last digit of their social security numbers. The county, using a random selection process, felt their system was an easy way to select participants and prevented any attempt at "creaming." They did recognize that this technique may have to be modified in 1990 to comply with the JOBS bill.

Program Components:

In the first 2 years of WEJT, all of the mandatory and voluntary clients who had social security numbers which ended with an odd number were enrolled in WEJT. Those that ended with an even number were enrolled, given an orientation, and referred to job search. They were not allowed to access any other WEJT services. In 1989 it was decided that more clients needed to be involved in the full range of WEJT services. Thus, only those whose social security numbers ended in 0, 2, or 4 were excluded from further WEJT participation. All other mandatory and voluntary clients were eligible for the full range of WEJT services.

In addition to the new enrollees selected by social security numbers, Rock County also used a systematic process to bring a group from the WEOP pool of "unassigned" clients who had been on WEOP for 2 or more years. Ten percent of the "unassigned" pool were selected for enrollment by choosing those with a social security number that ended in "6". There was also an attempt to recruit 20 teen mothers for support through WEJT, but few volunteered and they later fell under the jurisdiction of the Learnfare program.

Those who were eligible for full service received an initial assessment which divided the group into job-ready and not job-ready. The job-ready group was referred to the job search component which was an individual search and/or

intensive group search. If employment was not obtained, they were directed to other WEJT components, depending on their needs. It should also be noted that when WEJT first began, it was expected that a one-to-one ratio of job-ready vs. not job-ready would be the norm in the initial assessment. After a time it became apparent that this was an optimistic appraisal of the number of clients that would be job-ready. Beginning in 1988 it was assumed that only 1 out of 3 enrollees would be job-ready.

The not job-ready group was directed to the transitional workshop operated by CESA. This workshop helped clients with their self-esteem, decision-making skills, assertiveness and job-seeking skills. This workshop was followed shortly after by an intensive assessment conducted by Blackhawk Technical College and Job Service. In the first year, the intensive assessment preceded the workshop. The change occurred when it was believed that clients were better able to determine their own needs after going through the transition workshop first.

Once the assessment data was gathered, a representative from Job Service, Blackhawk Technical College and CESA met with the client to develop the EDP. All providers felt that this "Team Approach" was the best way to coordinate the resources of the county and ensure that the most appropriate EDP was constructed for each client.

Once the EDP was developed, clients were referred to a variety of training programs. Many needed to participate in a remedial program at Blackhawk Technical College due to low literacy levels.

Clients were also referred to CWEP, but few referrals were made in the first 2 years of WEJT. CWEP was used only as a last resort. However, CWEP was reexamined and found to be a program that did have positive training potential. The use of this program was expected to rise in the future.

WSP was also a potential program but was used sparingly. While the JOBS legislation removed some of the prohibitive restrictions of WSP, the "new job" requirement continued to make WSP a difficult program to implement.

1989 Goals for Rock County:

1. To have 65 percent of the AFDC caseload enrolled in WEJT.
2. To have 100 percent of the WEJT enrollees in extended services.
3. To have a 30 percent placement rate of WEJT participants in employment.
4. To have a retention rate of 79 percent after 30 days, and 23 percent after 6 months.
5. To have an average hourly wage of $5.00 for full-time work and $4.00 for part-time work.

SHEBOYGAN COUNTY - WEJT DESCRIPTION

The Sheboygan County Human Services Department was designated the administrative agency for this Phase IV WEJT program, but it decided to subcontract the entire program to Curtis and Associates, after a competitive bidding process. The subcontract began July 1, 1989 with Curtis beginning service to clients on August 1, 1989.

Curtis believed that the motivational component was the linchpin of its employment program. They believed that the majority of WEJT clients would obtain employment after participation in the motivational component and job search. Although prepared to implement some training programs, CWEP and WSP, they felt a job needed to be found first, even if the employment was at minimum wage. A client needed to have a positive work experience as soon as possible with the chance to improve occurring later.

A unique feature of this program was that Curtis trained all county and agency workers involved in WEJT with a similar version of motivational training. The training of all WEJT personnel by Curtis was crucial so that the motivational training experience would be reinforced by all workers at all levels of the program. Sheboygan County board members participated in a motivational session so that they would have first-hand knowledge of the Curtis philosophy and program.

Sheboygan County estimated serving at least 80 percent of the mandatory enrollees.

Target Groups:

- New referrals,
- Long-term AFDC recipients (on WEOP for 2 or more years),
- Teen mothers,
- Displaced homemakers,
- ESP clients, and
- AFDC-U recipients.

Program Components:

Clients were enrolled by the income maintenance worker, and orientation was conducted by Curtis at a variety of times with day care and transportation provided. Shortly after orientation, clients attended the motivational training session that was seen as the key to the program. Participants were assigned a case manager who helped screen the client and develop an EDP. Under the Curtis model, most clients were referred to an 8-week job search (including job club or pre-employment skills), and it was expected that most would find employment in this component. Those who did not become employed returned to assessment for a revised EDP. Clients were also referred to remedial classes, vocational training, CWEP or WSP. Vocational training was likely to be short-term (4 to 8 weeks) as opposed to 1- or 2-year associate degrees. CWEP was used after the vocational training because it helped teach skills as well as moving people into the labor market. It was estimated that WSP would be a little-used component.

At the time of these interviews, Sheboygan had not been able to project any goals regarding the levels of overall participation, participation in enhanced services, job placement and retention, and wage rates.

WASHINGTON COUNTY - WEJT DESCRIPTION

The Washington-Ozaukee-Waukesha (W-O-W) Private Industry Council was the administrative agency for Washington County, a Phase IV WEJT. County officials did not feel they had the expertise to operate employment and training programs, so they did not compete in the competitive bidding process for the position of WEJT administrative agency. The state selected the W-O-W PIC based on its experience in job training and the fact that it had some WEJT components in place. The W-O-W PIC and other providers formed an administrative coordination group to oversee the program. The PIC operated CWEP, WSP and participated in the motivational component.

Contracted Service Providers:

- Washington County Department of Social Services (enrollment, orientation and case management),
- Job Service (job search and job development),
- Kaiser (motivation/pre-employment training),
- Milwaukee Area Technical College (office skills and machine classes, other long- and short-term training), and
- Moraine Park Technical College (remedial education, other long- and short-term training.)

Target Groups:

- Recipients on AFDC for 6 months or less,
- AFDC recipients with characteristics that often lead to long-term dependency,
- Case heads who were 22 years of younger,
- AFDC-U cases,
- Those on AFDC for 2 years or more, and
- Recipients within 2 years of being removed from AFDC.

As of July, 1989, Washington County was not able to serve all mandatory participants beyond enrollment and orientation. Based on 1988 data, it was estimated that 180 clients would be served from the target groups while 205 would be designated as non-target participants in CY 1989.

Program Components:

Clients were enrolled and received orientation at the Washington County Department of Social Services. After all mandatory clients received orientation, those in the target groups were scheduled for an initial intake interview for referral to further WEJT services. Those in the non-target group received job search information and were referred to Job Service and/or JTPA.

The target group was divided into two groups, job-ready and not job-ready. Almost all participants in the target group received a motivational/pre-employment workshop conducted by Kaiser. For 2 weeks participants reviewed job-seeking and job-keeping skills as well as activities to boost their self esteem. To reinforce these concepts, follow-up discussion sessions were held once a week for 4 weeks. These sessions were conducted jointly by Kaiser and W-O-W PIC. Clients were asked to attend all or part of these, depending on their job training status.

Following the motivational/pre-employment workshop, those who were determined to be job-ready proceeded to an 8-week job search that included a group search or job club. If employment was not found, clients were directed to further assessment and possible changes in their EDP, which could have directed them to other WEJT services. Those in the not-job-ready group received in-depth assessment for interests, aptitudes and abilities. The information gathered helped the client and case manager to develop an EDP. Most new clients received the in-depth assessment, the exception being those who were clearly skilled and job-ready.

Upon completion of an EDP, clients were directed to the appropriate WEJT components. Moraine Park Technical College provided remedial education services, while MATC offered 2- to 4-month special programs in office skills and machine training. Both schools offered standard 1- and 2-year degree programs. If clients had skills but lacked experience or needed those skills refreshed, they were given a CWEP placement. WSP was another possible component. The excessive paperwork involved made the program difficult to administer.

1989 Goals for WEJT in Washington County:

1. To serve 59 percent of the adult mandatory caseload, with 28 percent in extended services.
2. To place 20 people in employment (low number due to many still involved in training).
3. To have a retention rate of 85 percent after 30 days and 65 percent after 6 months.
4. To have an average hourly wage of $5.35.

WAUKESHA COUNTY - WEJT DESCRIPTION

The starting date for Waukesha County was April 17, 1989 as a Phase III WEJT program. The administrative entity for the program was the Waukesha County Human Services Department.

Contracted Service Providers:

- Goodwill (orientation, case management, intake and assessment and job placement),
- Waukesha County Technical College (motivational training and career assessment),
- Women's Center (subcontracts with WCTC for motivational training), and
- La Case De Esperanza (subcontract pending for case management of Spanish-speaking clients).
- Waukesha County Human Services Department.(CWEP and WSP in-house).

Target Groups:

- Recipients of AFDC for more than 24 months (80 percent of the AFDC population),
- Those who have no high school or GED (30 percent), and
- Those with two or more children (30 percent).

It was found that these groups included close to 90 percent of the AFDC population, so that no further target group designation was necessary.

Program Components:

Enrollment and orientation began at Goodwill with a 1-hour initial intake interview. Information was gathered to determine the client's inclusion in one of the target groups as well as a determination of job skill levels. All clients were also given information and the expectations concerning the WEJT program.

Those who were not targeted for WEJT extended services attended a 4-hour session that gave them job-seeking expectations and information. Clients were also introduced to many other non-WEJT sources of training and employment. At this time, "non-target" clients were also allowed to volunteer for WEJT services. These volunteers were accepted as slots became available. Those in the "non-target" designation must have volunteered for either extended WEJT services or wait until they became one of the target groups to be included for further services.

Clients in the target groups attended two components that were operated by WCTC: motivational training and career assessment. WCTC adapted one of their programs ("Choices and Changes") to suit WEJT needs and retitled it EXCEL. The EXCEL program helped clients deal with making decisions, a lack of self-esteem, and making changes in their life. In the career assessment component, the educational level, interests, skills, and life skills/coping ability were assessed. Individuals were exempted from the motivational training and career assessment if they were clearly job-ready.

The next step was for each target group client to meet with a Goodwill case manager and develop an Employment Development Plan (EDP). There were three

types with the first type being a Planning EDP which was used for people who were not sure of their career direction. Clients would be directed to activities that helped them explore potential career interests such as work experience or CWEP. This EDP also included remedial education.

A Training EDP was the second type which was appropriate for those who had a clear career goal but needed training to achieve it. The client was referred to the appropriate program such as OJT, classroom training, customized training and/or remedial education. Of those in the target group, it was estimated that 25 percent to 50 percent would receive some type of vocational-technical training and another 25 percent would receive remedial training. It should also be noted that work supplementation was viewed in Waukesha County as a difficult program to implement. The amount of paperwork needed from income maintenance workers was prohibitively large.

The final version was a Placement EDP which was for:

- Those who were job-ready,
- WEOP carry-overs who were soon completing their training, or
- Those who finished with their WEJT training program.

Participants were placed in an intensive 3-month job search program that included job-seeking skills and job club.

Each EDP was flexible depending on the client's needs and a client could pass through all three EDP's throughout participation in WEJT.

For those who had no work experience or had completed a training program but had not found employment, CWEP was used either alone or in conjunction with another program. At this stage, clients were reassessed to determine if any further barriers to employment existed and a new EDP was developed to address these remaining barriers.

1989 Goals for Waukesha County:

1. 42 percent of the annual adult AFDC caseload will participate in WEJT.
2. 70 percent of those who complete a training or placement EDP will be placed in employment.
3. Job retention after 30 days will be 85 percent and after 6 months will be 80 percent.
4. Clients will be trained and placed in employment that pays approximately $6.00 per hour.

WINNEBAGO / GREEN LAKE COUNTIES - WEJT DESCRIPTION

The WEJT program in Winnebago and Green Lake Counties was administered by Winne-Fond-Lake and was known there as the "EXCEL" program. Winnebago County provided approximately 85 percent of the caseload and Green Lake the remaining 15 percent. Besides being the administrative agency, Winne-Fond-Lake handled the case management of WEJT.

Contracted Service Providers:

- Job Service (orientation, assessment, job search and job-seeking skills, CWEP in the southern half of the county, approximately 25-30 percent of the caseload),
- Goodwill (CWEP in the northern half of the county, approximately 70-75 percent of the caseload),
- UW-Oshkosh (motivational training), and
- ADVOCAP (WSP).

Short-term, long-term and remedial education was provided by Fox Valley Technical College and Moraine Park Technical College.

Target Groups:

- Case heads who were age 21 and under, especially those who were teen parents,
- Young AFDC-Us case heads,
- Recipients who show a potential for being long-term dependents on AFDC, Long-term AFDC recipients including those formerly on WEOP but not placed, and
- Members of the Hmong community who were on AFDC.

As of June, 1989, there were sufficient resources to service all mandatory clients with a full range of WEJT services. However, if future services had to be limited, at least 50 percent of the WEJT population who proceeded beyond orientation would have been from the target group. Each target group carried weight so that services were equally divided. All WEOP participants in the unassigned pool were reevaluated and enrolled in WEJT.

Program Components:

Enrollment and a group orientation took place at Job Service. Hmong clients received a separate orientation. During this phase, an initial assessment occurred that divided the clients into 2 groups, those who were job-ready (75 percent), and those who were not (25 percent). Those who were deemed job-ready were directed to an 8-week job search activity along with concurrent motivational training. Those who were not job-ready met with a case manager to discuss other programs and develop an EDP. If employment was not found after a job search, clients received a formal assessment and developed an EDP with their case manager.

Almost all clients received the motivational component. UW-Oshkosh administered "Choices, Challenges, Changes", a 4-day program that included 3 days of classroom exercises that helped clients feel good about themselves, improve their decision-making and goal-setting skills and helped them prepare for the future. Clients were treated to lunch at a nice restaurant which

officials believed made the clients feel that they were important. The final day of the program took them on an obstacle course patterned after "Outward Bound", where clients performed demanding tasks that required them to trust their fellow participants and showed themselves that "I can do it." The program has been a great success, and UW-Oshkosh hoped that more people would be able to take part in the future.

Another concern of the motivational component was that the positive changes would stay with the clients for a long time. In an effort to reinforce important concepts and to continue to offer support to WEJT participants, UW-Oshkosh prints a monthly newsletter for those who had attended the motivational workshop. The letter contained success stories from former participants as well as information and encouragement.

A final innovation of the motivational component was its use with agency workers. UW-Oshkosh recognized that all workers, no matter what field, often needed encouragement and a positive feeling about what they did and who they were. With this in mind, the motivational component was also offered to agency workers twice a month. It was a voluntary program and attendance was growing. Officials reported that workers enjoyed the program and felt they benefited personally from the experience. The hope was that these positive feelings were transmitted during contact with clients, with the result being a WEJT program serviced by workers who felt good about themselves and the services they provided. In addition, this motivational experience also provided a shared experience with the clients so that workers were better able to support their clients by relating to this common component.

Once clients were assessed and had an EDP developed, they were referred to further appropriate WEJT services. These included remedial education, counseling, short-term or long-term training. Short-term training classes for industrial sewing and clerical work were developed by ADVOCAP as well as a program through Fox Valley Technical College and Moraine Park Technical College. Clients always received formal assessments before beginning any educational program.

Winne-Fond Lake expected little use of customized training or OJTs except possibly when a client qualified for JTPA OJT. WSP had been used and those contracts that were written were successful and the amount of paperwork was not seen as prohibitive. If clients were in need of work experience, they were referred to CWEP.

1989 Goals for Winnebago and Green Lake Counties:

1. To enroll 65 percent (1,755) of the AFDC caseload in WEJT.
2. To place 20 percent (345) of WEJT participants in employment.
3. To have a job retention rate of 80 percent after 30 days and 70 percent after 6 months.
4. To have an average hourly starting wage of $5.25.

WOOD COUNTY - WEJT DESCRIPTION

WEJT began in Wood County in January, 1989, as a Phase III program. The Central Wisconsin Private Industry Council was the administrative agency, but there was an administrative agreement whereby the PIC, Job Service and the County Department of Social Services co-administered the planning and financial management. The county did not have the staff or training to operate a program like WEJT so it opted to band together with the local employment and training resources.

Contracting Agencies Providing Services:

- Job Service (orientation and assessment, job search and other common program activities),
- Wood County Department of Social Services (income maintenance, referrals and sanctions),
- North Central CAP (CWEP and WSP), and
- Mid-State Technical College (vocational training and remedial education).

In Wood County WEJT, case management was shared by the PIC, Job Service and the county. Representatives from all 3 agencies met with each client to aid the client and help develop the EDP.

Target Groups:

1. Case heads under the age of 21, especially teen parents,

2. Those with characteristics that indicate a potential for long-term AFDC dependency, someone who has two or more of the following characteristics:

   a. have never held a paying job;
   b. have never been married;
   c. have two or more children; and/or
   d. have no high school diploma or GED.

3. Those already classified as long-term AFDC recipients, including those previously in WEOP.

Full WEJT services were limited to the specific target groups. PIC officials estimate that 90 percent of the mandatory population was served within these groups.

Program Components:

Clients began WEJT with a 1-day group session of enrollment, orientation and initial assessment done at Job Service. Based on the information gathered here, clients were placed in either an employment or training group. Those in the employment group -- usually approximately 25 percent of the enrollees -- were determined to be job-ready and proceeded to the job search component. A person may have been placed in a Phase I search which was 8 weeks of independent search or a Phase II search which was more structured and group-oriented. People who needed more help obtaining employment or had failed to find employment in a Phase I search were referred to the Phase II search.

If persons were placed in the training group, they were referred to an in-depth assessment which included vocational testing, career exploration, pre-employment training and counseling. This information was used by the client and the case management team to develop an EDP and proceed to further WEJT services. Motivational training was interspersed in the preceding components, but there was no separate component. Consideration was being given to using a full motivational program to use in the future.

At any point in the program a client may have been placed in a CWEP site. CWEP was used as a training program, or an assessment tool to test a person's motivation and maturity. Occasionally, CWEP was used as a punitive measure, but the major thrust of the program was to provide a positive work experience and learn some basic job skills.

Although used in the past, WSP was presently not used in Wood County. A JTPA-OJT program had existed prior to WEJT but had been discontinued. An attempt will be made to re-start the program, but it was recognized as a difficult program to operate based on its strict requirements.

If clients would benefit from classroom training, they were referred to Mid-State Technical College for 1- or 2-year vocational training. PIC officials noted this was excellent training and an excellent avenue to long-term employment. Mid-State Technical College also offered remedial education programs which were often taken in conjunction with other WEJT components.

1989 Goals for Wood County:

1. To serve 62.5 percent of the AFDC caseload in WEJT.
2. To place 40 percent of WEJT participants in full- or part-time employment.
3. To have a retention rate of 85 percent after 30 days and 55 percent after 6 months. (These numbers will rise as those with long-term training enter the labor market.)
4. To have an average hourly wage of $4.75.

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Limitations

This report was compiled within a short period of time due to a 15 month delay by DILHR in providing earned income data files. As a result these findings are preliminary and need to incorporate additional significant data and outcome measures not permitted due to time constraints. These include the following:

1. AFDC Quarterly Check Amounts - Future analysis will control for reductions in the AFDC check amounts by quarter.

2. Child Support - Quarterly Child Support payments will be added as an additional variable.

3. Case Analysis - Because spouses are included in the participant analysis, there tends to be an over-representation of welfare case reduction. Use of case data will provide a method for not only looking at reduction in participation and grant amount by case but also for combining casehead and spouse income into case or family earnings. Furthermore, movement in and out of cases due to separations and divorce will be tracked to determine changes in the household population over time.

4. Demographic Analysis - Future analysis will incorporate data on age of youngest child, number of dependents, total household size, ownership of a car, and date of migration into Wisconsin.

5. JTPA Participation - Participation in JTPA programs will be tracked and used as a variable and also used to establish the cost of training for the population in WEJT/CWEP and the balance of the AFDC population.

6. Food Stamp Costs - Food stamp costs will be tracked to calculate participation and reductions in costs during stays on AFDC as well as after leaving.

7. Medical Assistance - The presence or absence of the 12-month MA extension will be considered as an additional factor relating to program impact.

8. Income Disregard - Similarly the income disregard policy will be added in future analysis.

9. Learnfare - DHSS suggests, "Learnfare should result in increased school attendance, case closings, and grant reductions." As required, the effect of Learnfare on welfare employment programs will be controlled for through use of variables on Learnfare sanctions, number in the Learnfare group, and closure codes and dates.

Populations Studied

The following populations were used to tabulate the earnings, work status, and AFDC departure rates for the population of all 1987 and 1988 AFDC recipients who were caseheads or spouses, excluding Milwaukee County which did not have its program fully operating until 1989.

All 1987 Adult AFDC Recipients (N = 89,844) includes all caseheads and spouses on AFDC for at least one month out of four months (March, June, September, December) in 1987.

All 1988 Adult AFDC Recipients (N = 78,253) includes all caseheads and spouses on AFDC for at least one month out of four months (March, June, September, December) in 1988.

The 1987 WEJT/CWEP population (N = 3,728) consists of all WEJT/CWEP participants in 1987 with the exception of Walworth County which will be included in subsequent analysis. These participants and their program activities have all been verified by each of the counties operating programs in 1987.

The 1988 WEJT/CWEP population (N = 11,554) consists of all WEJT/CWEP participants in Calendar Year 1988. These participants and their program activities have all been verified by each of the counties operating programs in 1988.

The 1987 population not in WEJT/CWEP (N = 86,000) consists of all caseheads and spouses on AFDC for at least one month out of four months (March, June, September and December) in 1987 who were not WEJT/CWEP participants in 1987. The population includes those participants who could have remained on AFDC in 1988 and/or 1989 and who could have been WEJT/CWEP or WEOP participants in subsequent years. This includes all clients regardless of work program status.

The 1988 population not in WEJT/CWEP (N = 67,536) consists of all caseheads and spouses on AFDC for at least one month out of four months (March, June, September, December) in 1988 and who were not WEJT/CWEP participants in 1988. The population includes those participants who could have remained on AFDC in 1989 and who could have been WEJT/CWEP or WEOP participants in 1987 or 1989. This includes all clients regardless of work program status.

1987 Rock County Control Group (N = 550) and
1987 Rock County Experimental Group (N = 572)

In Rock County, 1987 recipients required to participate in a work program were randomly selected based on social security numbers (odd - even) to either a control group which received only job search assistance or an experimental group whose participants were enrolled in WEJT and were eligible to receive education, training, and supportive services.

Definitions

Off AFDC

For 1987 and 1988 WEJT/CWEP participants and non-participants, AFDC participation was tracked by quarter through the years 1988 and 1989 using AFDC check history data. For the 1987 population, the last known case number in 1987 was used to track whether or not the case was on AFDC in any month in the eight quarters of 1988 and 1989. For the 1988 population the last known case number in 1988 was used to track AFDC participation. This analysis does not control for that portion of the population which moved to another case or which left the case after 1987. Final analysis will control for this relatively small subpopulation which leaves a case or moves to another case.

Earnings and Off AFDC

Quarterly earnings were tracked for 1988 and 1989 for all adult AFDC recipients. Quarterly AFDC history for 1988 and 1989 was combined with earnings data to show the percent of recipients who were off AFDC and had earnings in any given quarter. These numbers do not provide a total of individuals who worked at any time in the eight quarters tracked but rather those who worked and were off AFDC quarter by quarter. For example, a substantial number of individuals worked sometime in 1988 or 1989, yet did not have reported earnings for the fourth quarter of 1989. These numbers include only reported earnings in the State of Wisconsin and as a result do not include either unreported earnings or earnings out-of-state. For border counties with substantial reliance on neighboring states for their local labor market, these numbers will be artificially low.

1987 Rock County Experimental and Control Groups

For the 1987 Rock County WEJT experiment, a control group was maintained with selection based on social security number digits. The control group participants were limited to the Job Service WEOP model of only Job Search while the experimental group tested the county-run program model which offers increased services, education and training. However, there are some contamination problems due to additional selection criteria used to select participants which override random assignment. These include:

1. Welfare participants who were exempt in early 1987 as full time students were placed in the control group.
2. Welfare participants who were full time students after early 1987 were randomly assigned to the control group or the experimental group.
3. Some controls who were students in WEOP were grandfathered and put into the experimental group.
4. Long-term WEOP participants who were in WEOP two or more years prior to 1987 were put into the experimental group if there was a "5" in any of the nine digits of the social security number.

Subsequent analysis will attempt to exclude these exceptions from the experimental and control groups. However, a comparison of the two groups based on a variety of demographic variables shows they are very similar even with the exceptions included. Problems with identification of participants in the 1988 control and experimental groups were discussed in an earlier section of this report.

Earnings

All earnings data is drawn from the state wage reporting system which collects quarterly employee earnings from employers in Wisconsin beginning in 1988. This wage reporting system has been used in most of the recent evaluations conducted on welfare employment programs including those in Massachusetts, California, New Jersey, Maryland, Virginia, Illinois, West Virginia, Maine and Arkansas. However, use of this data system is subject to some under-reporting because it does not include out-of-state earnings nor does it include employers not required to report earnings (small farms, churches, and domestic help). The accuracy of this data will be tested by comparing wages reported by AFDC recipients during their stay on AFDC to the earnings recorded on the state wage reporting system to determine the effect of any under-reporting. Experience in other states indicates that up to 90 percent of earnings are captured. The advantage of this method is that it is not subject to the errors inherent in soliciting accurate historical earnings data from participants. Furthermore, surveys of similar populations of poor people usually have non-response rates of over 50 percent.

Average Earnings and not on AFDC

Mean earnings were used to calculate the average quarterly earnings of those whose case data indicated they were not on aid in a given quarter and who had earnings in that quarter. Only those individuals not on aid and having earnings in a given quarter were used to calculate the average earnings for that quarter.

Length of Time on AFDC

AFDC case history is tracked using the last known case number in 1987 for the 1987 population, and the last known case number in 1988 for the 1988 population. A relatively small subpopulation leaving a case or moving to another case is not captured in this analysis. Departure rates from AFDC will be different for the 1988 population because only one year of AFDC history is tracked, while the 1987 population has two years of time elapsed after the 1987 experience.

Participation in Employment and Training Programs

Only the WEJT/CWEP populations are considered participants here for 1987 and 1988. Individuals in the WEOP program who were not in a WEJT/CWEP are considered as non-participants along with all other caseheads and spouses on aid. A review of the table detailing county participation in WEOP over the years will show comparisons of counties with no AFDC program, counties with a WEOP program, and counties with a WEJT/CWEP program.

The 1987 and 1988 populations include a significant overlap. Many 1987 non-participants remained on aid in 1988 as either non-participants or participants, and likewise many 1987 participants remain on aid in 1988 as either participants or non-participants.

A comparison of county WEJT/CWEP participants with the same county's non-participants in a given year is problematic because non-participants in 1987 may be participants in 1988 or 1989. Also the tables for non-participants include

all AFDC caseheads and spouses regardless of work status, so that the populations are not comparable. Due to the variations in local labor markets as well as prior or current participation in AFDC work programs, county to county comparisons would also be inappropriate.

Active in a Welfare Employment Program

Since 1986, Job Service has maintained a computer tracking system (WIDS) for welfare employment programs. Up until 1987 all welfare employment participants were entered in this system. Beginning in 1987 a few of the WEJT counties began using their own tracking systems. Some of these counties continued to work with Job Service for portions of their population, especially Job Search, so that only a part of participants' experience is captured in WIDS. Beginning in 1990 all welfare participants were once again entered into the WIDS system. However, those WEJT counties using their own tracking systems to record all activity were not required to report client data to the state DHSS, resulting in some under-reporting particularly in 1989.

"Active" in WIDS is defined as being at least recorded as enrolled and registered but also includes clients receiving any services including education, counseling, testing, employment referrals, follow-up, job search, or referrals to education or social services. Many AFDC recipients in the WIDS system are not active for a variety of reasons including being put in hold status or awaiting service. The total AFDC clients listed in WIDS and the active participants for each year include:

	1986	1987	1988	1989
In WIDS	52,834	64,024	76,356	82,766
Active in WIDS	33,992	31,520	35,047	44,645

Work Status

Possible status codes for the work program include:

MA = mandatory participation
VO = voluntary participation
EM = exempt because the client is already working
CA = exempt because the client's child is too young
SA = sanctioned for failure to participate
AG = age over 65 and exempt
FU = exempt because a full-time student
IN = exempt because incapacitated
LI = exempt because living too far from work programs
NE = exempt because needed at home for illness
PR = exempt because pregnant
NO = no longer included in grant
SP = exempt, spouse of a mandatory participant
CH = age under 16 and exempt
ST = Learnfare code

For both calendar years 1987 and 1988, ETI examined each participant who was either a casehead or spouse in the months of March, June, September and

December to determine the recipient's last status in the calendar year and the number of times the recipient was coded "MA" in any of the four months.

The tables detail the work program status of all AFDC caseheads and spouses on aid in an active case in 1987 and/or 1988. In Fall of 1988 the definition of the "CA" exemption was changed to increase the number of mandatory participants by limiting the exemption to participants with children under 2 years of age. Previously, the exemption was given for participants with children under 6 years of age. Furthermore, due to the phasing in of AFDC work programs in an expanded number of counties in 1988, the assignment of work program status codes may be delayed until existing AFDC clients come in for their six-month review. Those counties with previous WEOP or WEJT/CWEP programs, however, should have a current work program status for most clients with the exception of those under review for exemptions for "CA" caring for children under the age of two.

Finally, some participants may have been "MA" or mandatory participants in one of the four months indicated, but changed status later in the calendar year (For example, some "MA" change to "EM" or "NO".) This population is captured in the column "MA any qtr in 1987" or "MA any qtr in 1988" and represents the total number who were mandatory any time in the four quarters studied in each year. Sanction rates reported for 1988 may include a small number of Learnfare sanctions and are therefore not an accurate measure of the sanction rate for work program participants. Future analysis will control for that portion of the 16-19 year old population with a Learnfare status.

WEOP%A87

ALL 1987 ADULT AFDC RECIPIENTS
WORK PROGRAM STATUS
PERCENT

COUNTY	AG	CA	EM	FU	IN	LI	MA	NE	NO	PR	SA	SP	ST	VO	TOTAL NUMBER ON AFDC	MA ANY QTR 1987	WEJT
Adams	0%	11	1	0	1	87	0	0	0	0	0	0	0	0	629	1%	3%
Ashland	0%	29	3	1	1	62	1	0	1	1	0	0	0	0	602	2%	0%
Barron	0%	35	8	0	2	0	36	0	6	1	1	7	0	2	1285	43%	0%
Bayfield	0%	27	14	0	5	26	19	1	0	3	0	4	0	0	507	23%	0%
Brown	0%	43	8	0	2	0	33	0	4	1	1	5	0	1	3975	41%	0%
Buffalo	0%	23	4	0	0	70	2	0	0	0	0	0	0	0	412	4%	0%
Burnett	0%	36	2	0	1	57	0	0	1	1	0	0	0	0	633	2%	0%
Calumet	0%	44	9	0	1	43	0	0	1	1	0	0	0	0	386	3%	0%
Chippewa	0%	36	6	0	2	1	39	1	1	2	0	10	0	1	1647	43%	0%
Clark	0%	17	4	0	1	76	0	0	0	0	0	0	0	0	804	3%	0%
Columbia	0%	1	0	0	0	97	0	0	0	0	2	0	0	0	834	1%	21%
Crawford	0%	0	0	0	0	97	0	0	2	0	0	0	0	0	593	1%	0%
Dane	0%	49	11	0	1	2	27	0	3	1	2	3	0	1	4491	36%	0%
Dodge	0%	43	7	0	3	3	29	0	5	2	1	5	0	0	1050	38%	0%
Door	0%	28	4	0	0	62	0	0	2	0	0	2	0	0	442	2%	0%
Douglas	0%	31	4	0	1	0	44	0	4	1	1	12	0	1	2208	52%	47%
Dunn	0%	22	3	0	1	70	0	0	1	0	0	0	1	0	1059	2%	0%
Eau Claire	0%	36	5	0	2	0	43	0	2	1	1	9	0	1	2900	48%	0%
Florence	0%	26	8	0	2	61	1	0	0	1	1	0	0	1	178	1%	8%
Fond du Lac	0%	41	7	0	2	0	39	0	2	2	1	5	0	1	1730	46%	0%
Forest	0%	25	4	1	2	63	1	0	1	2	0	1	0	0	553	1%	0%
Grant	0%	11	1	0	0	84	0	0	2	1	0	0	0	0	1085	1%	1%
Green	0%	26	8	0	2	58	1	1	1	1	0	2	0	0	690	9%	0%
Green Lake	0%	44	10	0	2	43	0	0	0	0	0	0	0	0	453	2%	0%
Iowa	0%	9	2	0	0	86	0	0	2	0	0	0	0	1	417	0%	0%
Iron	0%	35	3	2	1	58	2	0	0	0	0	0	0	0	196	3%	0%
Jackson	0%	29	7	0	2	8	34	1	6	1	2	8	0	2	792	40%	36%
Jefferson	0%	46	12	0	3	0	29	1	2	2	1	3	0	0	1203	36%	0%
Juneau	0%	4	0	0	0	94	0	0	0	0	0	0	0	0	733	1%	0%
Kenosha	0%	45	8	0	4	0	30	1	1	2	1	6	0	2	4515	36%	18%
Kewaunee	0%	18	1	0	0	78	1	0	0	0	0	0	0	0	273	3%	0%
LaCrosse	0%	42	9	0	1	0	37	0	2	2	1	4	0	0	2826	45%	0%
Lafayette	0%	18	2	0	0	77	0	0	1	0	0	0	0	0	305	1%	0%
Langlade	0%	14	3	0	1	78	3	0	0	1	0	1	0	0	842	4%	0%
Lincoln	0%	36	6	0	1	53	0	0	3	1	0	0	0	0	763	2%	0%
Manitowoc	0%	44	6	0	2	1	36	1	2	2	1	5	0	0	1663	43%	0%
Marathon	0%	33	9	0	3	0	35	1	2	2	2	10	0	2	2414	44%	0%
Marinette	0%	39	4	0	1	52	0	0	1	1	0	1	0	0	1190	1%	0%
Marquette	0%	39	11	0	2	20	19	0	2	0	2	5	0	0	404	23%	16%
Monroe	0%	9	1	0	1	87	0	0	2	0	0	0	1	0	1161	2%	0%
Oconto	0%	22	14	1	1	31	20	0	1	1	1	6	0	0	819	20%	15%
Oneida	0%	41	3	0	1	45	5	0	1	2	0	1	0	0	983	7%	0%
Outagamie	0%	43	6	0	1	0	36	0	5	2	1	3	0	3	2159	42%	0%
Ozaukee	0%	48	9	1	2	36	1	0	1	1	0	0	0	0	371	2%	0%
Pepin	0%	5	3	0	0	90	1	0	2	0	0	0	0	0	193	3%	0%
Pierce	0%	18	2	0	1	78	0	0	0	0	0	1	0	0	579	1%	0%
Polk	0%	37	5	1	2	31	18	0	2	1	0	2	0	0	1145	23%	0%
Portage	0%	33	1	0	0	62	1	0	1	0	0	0	0	0	1389	2%	0%
Price	0%	36	16	1	2	0	40	2	0	2	1	0	0	0	421	49%	23%
Racine	0%	46	8	0	2	0	30	0	2	2	1	5	0	1	5995	38%	3%
Richland	0%	9	0	0	0	90	0	0	0	0	0	0	0	0	645	1%	0%
Rock	0%	45	8	0	2	1	31	1	2	2	2	5	0	1	4961	38%	20%
Rusk	0%	33	8	3	2	49	1	0	0	1	0	2	0	0	701	3%	0%

WEOP%A87

ALL 1987 ADULT AFDC RECIPIENTS
WORK PROGRAM STATUS
PERCENT

COUNTY	AG	CA	EM	FU	IN	LI	MA	NE	NO	PR	SA	SP	ST	VO	TOTAL NUMBER ON AFDC	MA ANY QTR 1987	WEJT
St. Croix	0%	2	0	0	0	96	0	0	0	0	0	0	0	1	707	1%	0%
Sauk	0%	42	5	0	1	49	0	0	2	1	0	0	0	0	1128	1%	0%
Sawyer	0%	38	7	0	1	4	41	0	0	3	0	5	0	0	953	45%	0%
Shawano	0%	37	4	0	0	55	0	0	1	0	0	1	0	0	904	3%	0%
Sheboygan	0%	38	6	0	1	0	37	0	5	2	0	9	0	1	1803	44%	0%
Taylor	0%	7	1	1	0	90	0	0	0	0	0	0	0	0	338	1%	0%
Trempealeau	0%	34	11	1	2	4	40	1	1	2	0	3	0	0	692	43%	0%
Vernon	0%	11	2	0	0	85	0	0	1	0	0	0	0	0	805	1%	0%
Vilas	0%	4	2	0	0	93	0	0	0	0	0	1	0	0	353	1%	0%
Walworth	0%	46	8	0	3	29	8	0	4	1	1	0	0	0	1084	9%	0%
Washburn	0%	30	2	0	2	62	1	0	0	1	0	1	0	0	532	3%	0%
Washington	0%	45	13	0	3	0	24	0	4	2	3	3	0	1	1047	36%	0%
Waukesha	0%	50	10	0	2	0	28	1	1	2	2	3	0	1	2159	35%	0%
Waupaca	0%	42	4	0	1	42	0	0	5	1	0	5	0	0	1078	2%	0%
Waushara	0%	1	0	0	0	96	1	0	0	0	0	0	0	0	611	3%	0%
Winnebago	0%	43	10	0	2	0	34	0	1	1	1	3	0	3	2910	42%	0%
Wood	0%	44	8	0	2	0	35	0	3	2	1	5	0	0	1836	42%	0%
Menominee	0%	48	2	0	2	39	2	1	0	2	0	4	0	0	664	2%	0%
Red Cliff	0%	35	7	1	4	46	4	0	1	1	0	1	0	0	148	6%	0%
Stockbridge-Munsee	0%	36	12	0	2	6	35	1	0	0	0	7	0	0	81	37%	0%
Lac du Flambeau	0%	47	7	2	3	1	38	0	0	2	0	1	0	0	327	40%	0%
Bad River	0%	36	13	1	7	11	26	2	0	2	0	1	0	0	122	29%	0%
Oneida Tribe	0%	44	13	0	4	6	20	3	0	3	1	5	0	0	358	31%	0%
TOTAL RECIPIENTS	0%	36	7	0	2	23	23	0	2	1	1	4	0	1	89844	28%	4%

WEOP%A88

ALL 1988 ADULT AFDC RECIPIENTS
WORK PROGRAM STATUS
PERCENT

COUNTY	CA	EM	FU	IF	IN	LI	MA	MO	NE	NO	PR	SA	SP	ST	VO	TOTAL NUMBER ON AFDC	MA ANY QTR 1988	WEJT
Adams	22%	11	2	0	3	16	36	1	1	3	1	1	2	1	0	553	39%	27%
Ashland	15%	6	0	0	3	36	33	0	1	2	2	1	0	1	0	563	34%	1%
Barron	23%	11	0	0	3	0	47	0	0	8	1	2	3	1	1	1145	55%	0%
Bayfield	20%	15	0	0	7	6	41	0	0	3	2	2	2	0	1	409	44%	30%
Brown	30%	10	0	0	2	0	45	0	1	4	3	1	2	1	1	3693	51%	0%
Buffalo	14%	14	2	0	3	34	29	0	0	0	1	1	0	0	0	334	31%	0%
Burnett	19%	5	0	1	2	24	43	1	0	2	1	1	0	1	0	549	41%	34%
Calumet	26%	15	0	0	3	26	22	0	1	3	3	0	0	1	0	317	24%	0%
Chippewa	25%	7	0	0	4	0	50	0	1	3	3	1	4	1	0	1432	54%	0%
Clark	22%	10	0	0	2	17	38	0	0	7	2	0	0	1	0	650	42%	31%
Columbia	12%	5	0	0	3	46	24	0	2	3	2	2	0	0	0	664	25%	11%
Crawford	17%	15	0	0	1	22	37	0	1	3	1	1	0	0	1	512	37%	16%
Dane	37%	11	0	0	1	1	38	0	1	4	3	2	1	0	1	4033	45%	0%
Dodge	33%	12	0	0	4	6	34	0	1	4	2	2	2	1	0	864	42%	0%
Door	10%	7	0	0	1	51	20	0	0	5	2	2	1	1	0	476	19%	0%
Douglas	23%	4	0	0	1	0	58	0	0	3	1	2	5	0	2	1868	63%	56%
Dunn	21%	6	0	0	2	35	31	0	0	2	2	0	0	1	0	974	31%	0%
Eau Claire	26%	6	0	0	2	0	55	0	0	2	2	0	4	1	1	2645	59%	19%
Florence	24%	15	1	0	4	16	31	0	1	1	4	0	1	2	0	149	30%	42%
Fond du Lac	28%	11	0	0	2	1	47	0	1	3	3	1	2	1	1	1504	57%	28%
Forest	19%	5	1	0	2	45	23	0	0	1	2	1	0	0	0	475	22%	0%
Grant	18%	9	0	1	1	27	35	0	0	4	2	0	0	1	0	876	36%	25%
Green	25%	17	0	0	5	21	20	0	0	5	4	1	0	0	0	571	21%	8%
Green Lake	24%	14	0	0	3	15	37	0	1	1	2	0	1	1	0	365	36%	23%
Iowa	9%	5	0	0	1	42	36	0	0	2	1	0	0	2	1	352	34%	19%
Iron	19%	11	1	0	1	26	33	0	1	3	2	1	0	1	0	171	31%	31%
Jackson	22%	8	0	0	4	0	43	0	2	10	2	3	2	1	3	609	53%	45%
Jefferson	34%	13	0	0	2	0	44	0	1	1	2	1	1	1	0	930	48%	0%
Juneau	9%	8	0	0	2	42	31	0	0	3	1	1	0	1	1	658	30%	20%
Kenosha	31%	7	0	0	3	0	43	0	1	2	3	1	2	1	5	3943	48%	30%
Kewaunee	16%	4	0	0	2	49	27	0	0	1	0	1	0	0	0	279	27%	0%
LaCrosse	31%	10	0	0	1	0	49	0	0	2	3	1	1	1	0	2538	55%	37%
Lafayette	13%	13	1	0	2	37	31	0	0	1	2	0	0	0	0	222	31%	20%
Langlade	19%	15	0	0	3	14	40	0	0	5	2	2	0	0	0	677	43%	19%
Lincoln	27%	13	0	0	2	19	29	0	1	3	2	3	0	1	0	695	33%	8%
Manitowoc	30%	10	0	0	1	0	46	0	0	4	3	2	2	1	0	1451	54%	0%
Marathon	29%	11	0	0	3	0	42	0	1	3	3	2	4	1	1	2065	49%	0%
Marinette	27%	10	1	0	2	9	41	0	1	2	2	0	3	1	2	1052	44%	6%
Marquette	24%	18	1	0	4	9	31	0	1	3	2	5	2	0	0	323	38%	27%
Monroe	16%	5	0	0	1	54	17	0	0	4	0	1	0	1	0	995	17%	0%
Oconto	17%	19	1	0	2	2	45	0	1	6	3	1	4	1	0	689	57%	47%
Oneida	32%	4	0	0	1	36	21	0	0	2	3	0	0	0	0	926	25%	0%
Outagamie	30%	8	0	0	2	0	44	0	0	6	2	1	2	1	2	1963	51%	0%
Ozaukee	32%	12	0	1	4	11	36	0	0	0	2	1	1	1	0	269	35%	7%
Pepin	10%	13	2	0	1	22	47	0	0	1	2	1	0	0	1	169	48%	36%
Pierce	17%	6	0	1	2	36	31	0	1	2	2	0	0	1	0	475	31%	12%
Polk	25%	8	1	0	3	20	34	0	1	4	2	0	1	0	0	1053	40%	0%
Portage	23%	5	0	0	1	10	51	0	0	3	2	0	1	1	2	1222	51%	2%
Price	26%	20	1	0	2	1	42	0	1	1	3	2	0	0	0	370	50%	44%
Racine	36%	9	0	0	3	0	40	0	1	3	2	2	2	1	0	5153	48%	11%
Richland	9%	6	0	0	3	47	29	0	1	1	2	0	0	0	1	529	28%	18%
Rock	32%	12	0	0	2	1	40	0	1	2	2	3	2	1	2	4452	48%	36%
Rusk	23%	8	1	0	2	16	39	1	1	3	2	1	2	1	0	586	38%	26%

WEOP%A88

ALL 1988 ADULT AFDC RECIPIENTS
WORK PROGRAM STATUS
PERCENT

COUNTY	CA	EM	FU	IF	IN	LI	MA	MO	NE	NO	PR	SA	SP	ST	VO	TOTAL NUMBER ON AFDC	MA ANY QTR 1988	WEJT
St. Croix	11%	7	0	0	1	50	25	0	1	3	1	0	0	1	0	638	23%	0%
Sauk	25%	9	0	0	2	37	22	0	1	2	2	0	0	1	0	990	20%	1%
Sawyer	24%	8	0	0	1	2	54	0	0	1	3	1	3	1	0	876	59%	37%
Shawano	26%	7	0	1	2	26	32	0	0	3	1	1	1	1	0	812	32%	0%
Sheboygan	30%	10	0	0	1	0	45	0	1	4	2	1	4	1	1	1511	52%	0%
Taylor	11%	4	2	0	3	65	11	0	0	1	0	0	0	3	0	309	12%	0%
Trempealeau	22%	12	0	0	2	27	31	0	1	1	1	0	1	1	0	550	52%	0%
Vernon	11%	8	0	0	2	42	30	0	0	3	1	2	0	0	1	670	31%	18%
Vilas	8%	8	0	0	2	45	25	0	0	6	2	2	0	1	0	321	27%	0%
Walworth	32%	16	0	0	4	0	36	0	0	5	2	1	1	1	0	805	46%	32%
Washburn	20%	6	0	0	3	20	42	0	1	5	1	2	0	0	0	444	41%	38%
Washington	31%	19	0	0	5	0	32	0	1	4	3	3	1	2	1	800	42%	0%
Waukesha	34%	12	0	0	2	1	38	0	1	2	3	2	1	1	1	1845	46%	0%
Waupaca	28%	7	0	0	2	29	23	0	0	6	1	0	1	1	0	920	22%	0%
Waushara	8%	6	0	0	2	52	24	0	1	1	1	1	1	1	1	577	26%	0%
Winnebago	28%	13	0	0	2	0	47	0	1	2	2	2	1	1	2	2574	54%	17%
Wood	31%	11	0	0	2	0	46	0	1	2	2	2	2	1	0	1486	54%	0%
Menominee	31%	13	1	0	1	16	23	1	3	1	4	1	3	1	0	640	25%	14%
Red Cliff	20%	6	1	0	4	22	42	0	0	2	1	0	1	1	0	157	42%	0%
Stockbridge-Munsee	27%	9	5	0	1	38	9	0	0	0	3	0	4	3	0	74	34%	0%
Lac du Flambeau	23%	4	0	0	1	19	46	0	0	1	4	0	0	0	1	312	63%	0%
Bad River	30%	12	0	0	4	30	17	1	1	0	3	0	1	0	0	149	32%	0%
Oneida Tribe	34%	11	0	0	6	4	34	0	2	2	3	1	1	1	0	356	38%	0%
TOTAL RECIPIENTS	27%	10	0	0	2	10	40	0	1	3	2	1	2	1	1	78253	45%	14%

WJAFDC%

ALL 1987 ADULT AFDC RECIPIENTS IN WEJT/CWEP
PERCENT OFF AFDC
BY QUARTER

COUNTY	TOTAL WEJT/CWEP PARTICIPANTS IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
ADAMS	18	17%	22%	33%	33%	33%	39%	39%	61%
COLUMBIA	226	32%	42%	49%	56%	58%	61%	65%	76%
DOUGLAS	1135	30%	37%	44%	49%	52%	55%	60%	64%
FLORENCE	17	24%	24%	29%	35%	41%	53%	53%	59%
GRANT	17	59%	71%	65%	65%	65%	65%	65%	65%
JACKSON	315	21%	32%	42%	48%	54%	55%	61%	67%
KENOSHA	973	34%	40%	47%	53%	57%	59%	61%	65%
MARQUETTE	66	12%	21%	30%	35%	32%	41%	39%	61%
OCONTO	129	6%	11%	23%	32%	35%	40%	50%	57%
PRICE	103	19%	32%	37%	47%	50%	54%	60%	66%
RACINE	157	24%	29%	32%	41%	47%	48%	46%	55%
ROCK	572	25%	30%	36%	42%	44%	49%	52%	59%
TOTAL PARTICIPANTS	3728	28%	35%	42%	48%	51%	54%	58%	64%

WJT87%$

ALL 1987 ADULT AFDC RECIPIENTS IN WEJT/CWEP
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

COUNTY	TOTAL WEJT/CWEP PARTICIPANTS IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
ADAMS	18	6%	11%	11%	11%	6%	11%	11%	22%
COLUMBIA	226	20%	30%	35%	38%	38%	40%	46%	52%
DOUGLAS	1135	11%	15%	19%	20%	20%	23%	28%	30%
FLORENCE	17	0%	6%	12%	6%	18%	12%	12%	12%
GRANT	17	24%	35%	41%	53%	41%	47%	41%	53%
JACKSON	315	10%	19%	26%	31%	33%	36%	39%	45%
KENOSHA	973	16%	20%	21%	25%	26%	27%	26%	31%
MARQUETTE	66	3%	11%	17%	23%	21%	27%	24%	33%
OCONTO	129	2%	7%	14%	18%	19%	26%	34%	38%
PRICE	103	10%	14%	19%	27%	28%	35%	36%	41%
RACINE	157	17%	20%	22%	29%	34%	34%	34%	36%
ROCK	572	14%	16%	21%	24%	23%	27%	29%	32%
TOTAL PARTICIPANTS	3728	13%	17%	21%	25%	25%	28%	30%	34%

WJT#AVG

ALL 1987 ADULT AFDC RECIPIENTS IN WEJT/CWEP
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

COUNTY	TOTAL WEJT/CWEP PARTICIPANTS IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
ADAMS	18	$2,401	$996	$2,710	$1,819	$2,572	$1,661	$1,681	$1,828
COLUMBIA	226	$2,431	$2,269	$2,758	$2,667	$2,762	$2,912	$3,222	$2,886
DOUGLAS	1135	$2,133	$2,512	$2,556	$2,578	$2,568	$2,796	$2,732	$2,805
FLORENCE	17		$1,083	$1,135	$2,076	$669	$1,391	$1,334	$1,816
GRANT	17	$1,830	$2,302	$2,609	$2,317	$2,546	$2,058	$2,676	$2,459
JACKSON	315	$2,272	$2,175	$2,468	$2,214	$2,228	$2,475	$2,578	$2,420
KENOSHA	973	$3,025	$3,142	$3,173	$3,495	$2,874	$2,790	$2,944	$2,762
MARQUETTE	66	$3,027	$1,876	$2,382	$1,709	$1,931	$2,201	$1,945	$2,126
OCONTO	129	$3,029	$1,974	$2,263	$2,403	$2,219	$2,440	$2,516	$2,630
PRICE	103	$1,957	$2,253	$2,547	$2,490	$2,123	$2,335	$2,499	$2,422
RACINE	157	$3,127	$2,937	$2,992	$2,831	$2,716	$3,141	$2,824	$3,063
ROCK	572	$2,466	$2,573	$2,787	$2,622	$2,756	$2,696	$2,798	$2,832
TOTAL PARTICIPANTS	3728								

WJTVAR87

ALL 1987 ADULT AFDC RECIPIENTS IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	TOTAL WEJT/CWEP PARTICIPANTS IN 1987	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	1287	14%	18%	21%	26%	28%	31%	34%	38%
LESS THAN 12 GRADES COMPLETED	756	8%	11%	13%	16%	17%	19%	22%	26%
MALES									
12 OR MORE GRADES COMPLETED	836	16%	23%	30%	32%	32%	35%	36%	41%
LESS THAN 12 GRADES COMPLETED	710	12%	16%	21%	23%	22%	23%	26%	29%

ALL 1987 ADULT AFDC RECIPIENTS IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	TOTAL WEJT/CWEP PARTICIPANTS IN 1987	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	790	9%	11%	15%	19%	20%	23%	27%	31%
48-59 MONTHS	211	11%	13%	14%	20%	24%	30%	29%	34%
24-47 MONTHS	412	12%	19%	23%	27%	28%	32%	36%	40%
1-23 MONTHS	469	17%	20%	19%	24%	26%	27%	30%	33%
0 MONTHS (NEW APPLICANT)	161	11%	16%	21%	22%	24%	28%	25%	28%
MALES									
OVER 59 MONTHS	306	6%	9%	16%	18%	18%	21%	25%	30%
48-59 MONTHS	145	6%	16%	19%	21%	20%	22%	27%	31%
24-47 MONTHS	331	15%	18%	26%	26%	26%	30%	31%	37%
1-23 MONTHS	496	19%	24%	29%	34%	34%	34%	34%	38%
0 MONTHS (NEW APPLICANT)	268	18%	28%	33%	33%	33%	35%	37%	36%

WJTAFDC%

ALL 1988 ADULT AFDC RECIPIENTS IN WEJT/CWEP
PERCENT OFF AFDC
BY QUARTER

COUNTY	TOTAL WEJT/CWEP PARTICIPANTS IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
ADAMS	167	19%	20%	19%	19%	23%	26%	37%	48%
BAYFIELD	127	14%	8%	5%	9%	16%	23%	40%	49%
BURNETT	191	16%	10%	6%	6%	14%	19%	31%	40%
CLARK	201	12%	7%	4%	3%	10%	23%	33%	38%
COLUMBIA	116	36%	34%	40%	51%	54%	63%	66%	72%
CRAWFORD	87	14%	17%	8%	6%	10%	20%	37%	45%
DOUGLAS	1189	19%	21%	25%	29%	33%	38%	46%	52%
EAU CLAIRE	514	19%	16%	7%	5%	8%	17%	25%	32%
FLORENCE	83	28%	30%	27%	24%	34%	42%	51%	69%
FOND DU LAC	454	21%	19%	14%	10%	17%	27%	37%	47%
GRANT	244	19%	21%	21%	13%	18%	27%	36%	48%
GREEN	42	17%	12%	2%	2%	12%	19%	26%	43%
GREEN LAKE	90	18%	14%	10%	9%	16%	20%	34%	46%
IOWA	70	11%	10%	9%	6%	14%	20%	36%	53%
IRON	55	24%	18%	7%	9%	15%	15%	25%	44%
JACKSON	306	13%	20%	26%	30%	37%	40%	51%	60%
JUNEAU	131	14%	9%	8%	1%	6%	11%	24%	34%
KENOSHA	1322	20%	17%	15%	22%	29%	35%	40%	46%
LA CROSSE	983	19%	17%	15%	17%	22%	27%	34%	42%
LAFAYETTE	49	24%	20%	10%	4%	12%	14%	20%	37%
LANGLADE	133	11%	8%	10%	25%	29%	34%	47%	60%
LINCOLN	56	0%	0%	11%	18%	23%	25%	34%	38%
MARINETTE	63	10%	8%	10%	10%	11%	17%	27%	38%
MARQUETTE	110	16%	21%	26%	32%	38%	40%	46%	61%
OCONTO	351	17%	13%	21%	21%	28%	35%	48%	58%
OZAUKEE	18	22%	11%	0%	0%	0%	22%	33%	39%
PEPIN	64	8%	6%	3%	5%	13%	20%	36%	44%
PIERCE	56	20%	16%	5%	2%	4%	16%	30%	41%
PORTAGE	23	4%	4%	0%	0%	4%	4%	9%	17%
PRICE	177	25%	22%	22%	28%	31%	37%	49%	56%
RACINE	608	11%	8%	9%	14%	20%	24%	28%	33%
RICHLAND	95	16%	13%	9%	2%	13%	19%	36%	43%
ROCK	1758	17%	16%	17%	20%	26%	33%	38%	45%
RUSK	163	18%	10%	10%	13%	20%	27%	39%	44%
SAWYER	328	13%	9%	8%	5%	13%	18%	26%	42%
VERNON	121	21%	10%	3%	2%	12%	25%	33%	48%
WALWORTH	290	17%	17%	18%	26%	34%	42%	48%	60%
WASHBURN	175	19%	13%	8%	7%	14%	15%	24%	40%
WINNEBAGO	448	16%	12%	6%	4%	10%	17%	28%	37%
MENOMINEE	90	10%	8%	6%	4%	9%	14%	21%	27%
TOTAL PARTICIPANTS	11554	18%	16%	15%	17%	23%	29%	37%	46%

WJT88$%

ALL 1988 ADULT AFDC RECIPIENTS IN WEJT/CWEP
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

COUNTY	TOTAL WEJT/CWEP PARTICIPANTS IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
ADAMS	167	4%	8%	9%	10%	11%	15%	19%	25%
BAYFIELD	127	4%	2%	2%	5%	8%	12%	19%	24%
BURNETT	191	4%	3%	2%	3%	6%	10%	16%	20%
CLARK	201	5%	4%	2%	1%	6%	15%	20%	25%
COLUMBIA	116	10%	12%	18%	25%	22%	32%	33%	39%
CRAWFORD	87	3%	7%	1%	1%	3%	10%	22%	23%
DOUGLAS	1189	5%	8%	12%	13%	13%	17%	22%	25%
EAU CLAIRE	514	7%	5%	2%	3%	5%	11%	16%	20%
FLORENCE	83	1%	4%	5%	4%	10%	8%	16%	20%
FOND DU LAC	454	9%	11%	8%	6%	11%	19%	27%	32%
GRANT	244	9%	10%	12%	8%	10%	13%	19%	27%
GREEN	42	10%	5%	2%	2%	12%	19%	21%	31%
GREEN LAKE	90	4%	6%	6%	2%	8%	10%	22%	29%
IOWA	70	4%	3%	4%	3%	10%	16%	29%	44%
IRON	55	7%	4%	0%	4%	2%	2%	5%	13%
JACKSON	306	4%	9%	16%	19%	23%	25%	34%	41%
JUNEAU	131	3%	3%	3%	0%	3%	5%	11%	18%
KENOSHA	1322	6%	5%	6%	9%	13%	16%	18%	22%
LA CROSSE	983	7%	6%	8%	11%	13%	16%	20%	25%
LAFAYETTE	49	6%	6%	2%	0%	8%	6%	8%	18%
LANGLADE	133	4%	4%	5%	14%	20%	22%	33%	46%
LINCOLN	56	0%	0%	7%	11%	18%	18%	25%	29%
MARINETTE	63	0%	0%	3%	3%	6%	10%	16%	27%
MARQUETTE	110	6%	11%	15%	15%	21%	26%	30%	37%
OCONTO	351	6%	6%	11%	11%	15%	22%	30%	36%
OZAUKEE	18	11%	0%	0%	0%	0%	11%	22%	28%
PEPIN	64	3%	2%	0%	0%	2%	6%	13%	14%
PIERCE	56	4%	4%	0%	0%	2%	13%	20%	20%
PORTAGE	23	0%	0%	0%	0%	4%	4%	9%	17%
PRICE	177	11%	8%	11%	15%	16%	23%	30%	34%
RACINE	608	4%	3%	4%	8%	11%	15%	15%	16%
RICHLAND	95	7%	5%	6%	2%	7%	6%	20%	23%
ROCK	1758	6%	7%	9%	12%	14%	19%	22%	26%
RUSK	163	7%	4%	3%	3%	9%	11%	18%	18%
SAWYER	328	4%	3%	5%	3%	6%	9%	16%	26%
VERNON	121	8%	6%	2%	1%	10%	12%	17%	22%
WALWORTH	290	8%	8%	11%	14%	21%	26%	28%	34%
WASHBURN	175	5%	3%	3%	5%	6%	8%	14%	21%
WINNEBAGO	448	7%	8%	5%	2%	6%	13%	20%	27%
MENOMINEE	90	3%	4%	2%	1%	6%	7%	13%	14%
TOTAL PARTICIPANTS	11554	6%	6%	7%	9%	12%	16%	21%	26%

WJTAVG$

ALL 1988 ADULT AFDC RECIPIENTS IN WEJT/CWEP
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

COUNTY	TOTAL WEJT/CWEP PARTICIPANTS IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
ADAMS	167	$1,933	$1,655	$2,643	$3,296	$3,129	$3,032	$3,255	$2,483
BAYFIELD	127	$1,781	$3,403	$1,772	$2,237	$2,094	$2,130	$2,477	$2,117
BURNETT	191	$2,190	$1,037	$1,664	$1,930	$2,532	$1,585	$2,032	$2,021
CLARK	201	$2,272	$2,615	$1,750	$647	$2,115	$2,141	$2,237	$2,239
COLUMBIA	116	$2,209	$2,454	$3,294	$2,751	$2,717	$2,681	$3,115	$2,615
CRAWFORD	87	$1,290	$1,955	$679	$1,904	$1,229	$1,290	$1,466	$1,518
DOUGLAS	1189	$1,972	$2,186	$2,288	$2,445	$2,492	$2,600	$2,606	$2,689
EAU CLAIRE	514	$1,696	$1,862	$1,800	$2,169	$2,251	$2,571	$2,536	$2,970
FLORENCE	83	$777	$1,829	$1,567	$1,414	$1,009	$1,772	$1,671	$1,813
FOND DU LAC	454	$1,723	$1,759	$2,089	$2,079	$2,155	$2,458	$2,560	$2,503
GRANT	244	$1,768	$2,133	$1,646	$1,995	$2,078	$2,450	$2,281	$2,555
GREEN	42	$2,552	$2,431	$1,572	$2,145	$1,965	$1,999	$2,496	$2,478
GREEN LAKE	90	$1,173	$1,105	$812	$1,665	$1,708	$1,864	$1,939	$1,815
IOWA	70	$1,385	$1,245	$986	$2,414	$2,125	$2,075	$2,626	$2,313
IRON	55	$1,179	$1,000		$1,478	$3,084	$1,743	$2,822	$2,060
JACKSON	306	$1,819	$1,684	$2,370	$2,270	$2,326	$2,458	$2,521	$2,235
JUNEAU	131	$3,196	$3,160	$932		$1,985	$1,542	$1,779	$1,964
KENOSHA	1322	$1,329	$1,512	$1,720	$2,489	$2,011	$2,150	$2,333	$2,471
LA CROSSE	983	$1,601	$2,023	$2,451	$2,429	$2,444	$2,732	$2,767	$2,675
LAFAYETTE	49	$2,271	$1,724	$2,343		$2,346	$1,966	$2,218	$2,269
LANGLADE	133	$2,687	$2,939	$3,243	$2,626	$2,343	$2,929	$2,662	$2,416
LINCOLN	56			$3,149	$3,119	$2,874	$3,329	$3,249	$2,731
MARINETTE	63			$2,588	$3,798	$3,446	$2,548	$2,739	$2,108
MARQUETTE	110	$1,979	$1,644	$2,210	$1,915	$2,465	$2,587	$2,591	$2,487
OCONTO	351	$1,801	$2,114	$2,573	$2,511	$2,281	$2,124	$2,493	$2,208
OZAUKEE	18	$340					$1,906	$2,883	$2,997
PEPIN	64	$290	$1,376			$1,396	$1,097	$2,138	$2,376
PIERCE	56	$691	$913			$2,168	$2,264	$2,433	$2,609
PORTAGE	23					$3,132	$4,569	$2,878	$3,175
PRICE	177	$1,824	$1,806	$2,355	$2,426	$2,158	$2,283	$2,422	$2,359
RACINE	608	$1,720	$1,461	$2,350	$2,268	$2,158	$2,284	$2,347	$2,367
RICHLAND	95	$1,115	$1,392	$1,504	$3,040	$1,842	$1,063	$1,353	$1,970
ROCK	1758	$1,574	$1,684	$2,401	$2,677	$2,535	$2,519	$2,577	$2,608
RUSK	163	$1,750	$996	$1,605	$3,541	$2,544	$2,551	$2,306	$2,510
SAWYER	328	$1,726	$1,440	$1,826	$3,114	$2,578	$2,100	$2,770	$2,138
VERNON	121	$1,651	$1,241	$1,203	$1,490	$1,805	$2,273	$2,464	$2,501
WALWORTH	290	$1,711	$2,048	$2,195	$2,512	$2,245	$2,472	$2,396	$2,424
WASHBURN	175	$2,434	$2,071	$1,393	$1,809	$2,188	$2,452	$2,704	$2,423
WINNEBAGO	448	$1,912	$1,875	$1,330	$1,649	$2,476	$2,231	$2,569	$2,725
MENOMINEE	90	$2,176	$1,563	$3,029	$2,303	$1,599	$1,752	$1,867	$2,014
TOTAL PARTICIPANTS	11554								

WJ88VAR

ALL 1988 ADULT AFDC RECIPIENTS IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	TOTAL WEJT/CWEP PARTICIPANTS IN 1988	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	4663	6%	6%	6%	8%	11%	16%	22%	27%
LESS THAN 12 GRADES COMPLETED	2952	4%	3%	4%	5%	8%	11%	15%	18%
MALES									
12 OR MORE GRADES COMPLETED	1888	9%	9%	13%	15%	18%	22%	28%	33%
LESS THAN 12 GRADES COMPLETED	1826	5%	7%	8%	10%	12%	16%	21%	26%

ALL 1988 ADULT AFDC RECIPIENTS IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-87)

NUMBER OF MONTHS ON AFDC (1980-87)	TOTAL WEJT/CWEP PARTICIPANTS IN 1988	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	2955	2%	2%	4%	6%	9%	13%	18%	23%
48-59 MONTHS	692	3%	4%	5%	6%	9%	14%	18%	26%
24-47 MONTHS	1705	4%	4%	5%	6%	9%	13%	19%	23%
1-23 MONTHS	1680	8%	8%	8%	9%	12%	17%	22%	26%
0 MONTHS (NEW APPLICANT)	583	16%	11%	8%	6%	10%	15%	19%	23%
MALES									
OVER 59 MONTHS	960	2%	3%	6%	8%	10%	13%	19%	26%
48-59 MONTHS	310	3%	5%	9%	11%	12%	18%	26%	34%
24-47 MONTHS	841	5%	6%	9%	11%	14%	18%	23%	28%
1-23 MONTHS	1127	8%	10%	14%	16%	20%	24%	29%	33%
0 MONTHS (NEW APPLICANT)	476	23%	20%	16%	14%	16%	23%	28%	28%

AID187A

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Adams	612	30%	37%	45%	49%	50%	53%	56%	65%
Ashland	601	29%	35%	41%	48%	51%	51%	56%	60%
Barron	1285	29%	33%	41%	46%	49%	51%	56%	63%
Bayfield	507	32%	37%	45%	50%	52%	52%	61%	68%
Brown	3973	27%	32%	38%	41%	45%	47%	51%	57%
Buffalo	412	37%	43%	50%	54%	56%	59%	64%	67%
Burnett	633	25%	30%	39%	44%	46%	48%	53%	61%
Calumet	386	32%	44%	49%	52%	58%	62%	65%	69%
Chippewa	1647	29%	34%	42%	50%	51%	54%	58%	63%
Clark	802	30%	36%	44%	49%	55%	58%	62%	67%
Columbia	657	35%	42%	47%	54%	56%	61%	61%	70%
Crawford	592	26%	37%	47%	54%	59%	63%	67%	76%
Dane	4489	28%	34%	39%	45%	49%	51%	54%	58%
Dodge	1049	35%	43%	51%	57%	61%	62%	66%	69%
Door	442	27%	33%	39%	41%	44%	47%	58%	62%
Douglas	1176	26%	32%	39%	44%	46%	48%	53%	57%
Dunn	1059	30%	37%	46%	52%	54%	55%	59%	65%
Eau Claire	2900	25%	30%	35%	40%	42%	45%	49%	53%
Florence	164	35%	40%	55%	62%	63%	65%	71%	78%
Fond du Lac	1728	28%	35%	42%	47%	50%	53%	59%	65%
Forest	553	24%	26%	34%	41%	46%	48%	53%	59%
Grant	1075	32%	40%	49%	53%	56%	58%	63%	68%
Green	687	34%	40%	48%	55%	57%	60%	64%	70%
Green Lake	453	33%	38%	45%	51%	54%	57%	65%	70%
Iowa	417	27%	36%	47%	50%	53%	58%	61%	70%
Iron	196	31%	36%	51%	59%	61%	62%	67%	71%
Jackson	504	36%	46%	52%	54%	56%	60%	64%	72%
Jefferson	1203	39%	47%	54%	58%	60%	63%	67%	73%
Juneau	732	28%	31%	42%	48%	50%	52%	61%	66%
Kenosha	3694	31%	37%	43%	48%	49%	51%	54%	58%
Kewaunee	273	27%	34%	43%	46%	49%	49%	55%	66%
LaCrosse	2825	27%	34%	40%	44%	47%	50%	53%	59%
Lafayette	305	33%	39%	45%	53%	57%	54%	60%	66%
Langlade	841	25%	33%	43%	49%	51%	53%	64%	70%
Lincoln	763	27%	31%	40%	48%	51%	54%	62%	67%
Manitowoc	1663	23%	31%	37%	43%	46%	50%	55%	62%
Marathon	2414	29%	36%	42%	47%	51%	54%	58%	64%
Marinette	1190	27%	33%	41%	46%	50%	54%	60%	64%
Marquette	340	36%	47%	54%	57%	61%	62%	69%	74%
Monroe	1157	28%	36%	42%	47%	52%	56%	59%	66%
Oconto	694	38%	43%	52%	56%	58%	61%	67%	72%
Oneida	983	23%	29%	36%	40%	44%	46%	53%	61%
Outagamie	2159	28%	34%	42%	47%	50%	55%	60%	66%
Ozaukee	371	39%	48%	58%	60%	62%	67%	72%	77%
Pepin	193	30%	34%	45%	54%	56%	60%	63%	69%
Pierce	579	36%	45%	52%	57%	59%	63%	69%	75%
Polk	1145	30%	36%	44%	50%	52%	54%	58%	63%
Portage	1389	25%	33%	41%	45%	46%	49%	55%	60%
Price	326	45%	53%	58%	63%	61%	62%	67%	70%
Racine	5840	26%	31%	36%	41%	43%	45%	48%	53%
Richland	645	29%	38%	45%	47%	51%	54%	59%	65%

AID487A

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Rock	3950	27%	32%	38%	42%	45%	49%	51%	57%
Rusk	701	29%	33%	48%	51%	53%	56%	62%	66%
St. Croix	707	36%	42%	51%	57%	58%	62%	68%	74%
Sauk	1123	26%	34%	44%	47%	51%	55%	61%	68%
Sawyer	953	20%	25%	31%	36%	40%	43%	48%	55%
Shawano	904	28%	34%	40%	43%	47%	51%	57%	63%
Sheboygan	1802	30%	38%	45%	49%	52%	55%	57%	61%
Taylor	338	29%	32%	41%	46%	51%	55%	60%	65%
Trempealeau	691	32%	38%	45%	48%	52%	55%	61%	68%
Vernon	802	27%	33%	42%	47%	52%	56%	58%	64%
Vilas	352	33%	37%	47%	49%	52%	56%	64%	70%
Walworth	1083	40%	50%	54%	58%	64%	66%	69%	75%
Washburn	532	27%	33%	45%	48%	50%	49%	55%	64%
Washington	1047	41%	49%	55%	61%	64%	67%	70%	74%
Waukesha	2159	33%	39%	46%	51%	55%	57%	61%	66%
Waupaca	1078	28%	33%	42%	47%	51%	54%	60%	69%
Waushara	611	35%	39%	52%	55%	56%	61%	68%	73%
Winnebago	2909	27%	32%	40%	45%	48%	50%	55%	61%
Wood	1835	31%	38%	46%	50%	53%	55%	58%	63%
Menominee	664	14%	16%	18%	23%	27%	30%	32%	38%
Red Cliff	148	22%	26%	34%	32%	33%	37%	45%	59%
Stockbridge-Munsee	81	32%	36%	42%	51%	49%	54%	59%	64%
Lac du Flambeau	327	21%	25%	30%	32%	33%	34%	42%	42%
Bad River	122	15%	16%	18%	17%	21%	22%	21%	30%
Oneida Tribe	358	26%	30%	37%	41%	45%	46%	47%	54%
TOTAL RECIPIENTS	86000	29%	35%	42%	47%	50%	52%	57%	62%

DOLLARS($)%NO87A

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Adams	612	14%	20%	25%	27%	22%	27%	28%	33%
Ashland	601	15%	19%	23%	26%	26%	28%	31%	32%
Barron	1285	15%	18%	22%	25%	26%	30%	33%	35%
Bayfield	507	14%	19%	24%	26%	27%	27%	30%	33%
Brown	3973	16%	21%	25%	27%	29%	31%	34%	38%
Buffalo	412	13%	17%	20%	22%	21%	23%	27%	29%
Burnett	633	13%	16%	20%	23%	21%	24%	26%	30%
Calumet	386	23%	30%	34%	38%	39%	43%	45%	47%
Chippewa	1647	15%	20%	25%	30%	30%	32%	34%	38%
Clark	802	17%	21%	26%	28%	30%	33%	37%	40%
Columbia	657	21%	26%	30%	34%	35%	41%	42%	48%
Crawford	592	12%	20%	24%	28%	27%	31%	33%	35%
Dane	4489	17%	21%	25%	27%	30%	32%	34%	37%
Dodge	1049	23%	30%	35%	40%	39%	41%	45%	47%
Door	442	12%	17%	24%	23%	21%	27%	35%	37%
Douglas	1176	7%	10%	13%	15%	15%	16%	19%	22%
Dunn	1059	14%	18%	23%	27%	27%	29%	32%	35%
Eau Claire	2900	13%	16%	19%	22%	23%	25%	27%	30%
Florence	164	8%	9%	15%	15%	17%	16%	21%	22%
Fond du Lac	1728	19%	25%	30%	34%	36%	38%	42%	46%
Forest	553	11%	13%	17%	21%	23%	26%	29%	31%
Grant	1075	15%	20%	25%	29%	30%	31%	35%	38%
Green	687	21%	25%	29%	33%	33%	35%	39%	43%
Green Lake	453	18%	24%	30%	32%	33%	37%	44%	45%
Iowa	417	14%	21%	29%	31%	35%	38%	41%	47%
Iron	196	10%	13%	15%	19%	18%	21%	24%	26%
Jackson	504	15%	20%	25%	27%	26%	29%	34%	38%
Jefferson	1203	25%	32%	37%	39%	39%	42%	46%	49%
Juneau	732	15%	18%	26%	29%	27%	30%	35%	39%
Kenosha	3694	14%	16%	19%	20%	21%	22%	23%	25%
Kewaunee	273	16%	21%	25%	28%	30%	30%	36%	45%
LaCrosse	2825	16%	19%	23%	26%	27%	29%	31%	33%
Lafayette	305	18%	20%	25%	28%	28%	28%	33%	37%
Langlade	841	13%	18%	24%	25%	28%	33%	41%	45%
Lincoln	763	16%	19%	25%	30%	31%	34%	40%	43%
Manitowoc	1663	14%	21%	25%	29%	29%	33%	37%	42%
Marathon	2414	18%	22%	27%	31%	32%	34%	37%	41%
Marinette	1190	12%	15%	20%	23%	22%	26%	29%	30%
Marquette	340	17%	24%	30%	32%	31%	35%	40%	41%
Monroe	1157	14%	19%	23%	27%	28%	31%	34%	37%
Oconto	694	21%	25%	30%	32%	32%	37%	43%	44%
Oneida	983	12%	17%	21%	23%	25%	28%	31%	37%
Outagamie	2159	18%	23%	29%	32%	33%	36%	42%	45%
Ozaukee	371	26%	33%	37%	40%	40%	45%	47%	54%
Pepin	193	12%	14%	21%	25%	26%	30%	30%	32%
Pierce	579	13%	15%	19%	20%	20%	24%	27%	26%
Polk	1145	12%	15%	21%	22%	21%	22%	25%	27%
Portage	1389	15%	19%	26%	28%	27%	29%	34%	37%
Price	326	27%	30%	36%	38%	34%	37%	40%	43%
Racine	5840	14%	18%	22%	24%	25%	27%	28%	30%
Richland	645	17%	24%	29%	30%	33%	35%	38%	41%

DOLLARS($)%NO87A

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Rock	3950	13%	16%	19%	21%	22%	24%	26%	28%
Rusk	701	12%	15%	21%	22%	23%	26%	27%	30%
St. Croix	707	13%	17%	21%	23%	24%	26%	30%	32%
Sauk	1123	16%	21%	30%	30%	33%	37%	40%	43%
Sawyer	953	8%	11%	15%	16%	16%	20%	25%	29%
Shawano	904	15%	21%	26%	28%	30%	32%	39%	42%
Sheboygan	1802	20%	25%	31%	33%	36%	38%	40%	42%
Taylor	338	13%	17%	22%	27%	29%	32%	36%	40%
Trempealeau	691	14%	19%	23%	26%	27%	31%	35%	37%
Vernon	802	14%	15%	22%	26%	27%	29%	31%	35%
Vilas	352	17%	20%	25%	29%	26%	31%	36%	39%
Walworth	1083	21%	26%	30%	32%	34%	37%	39%	41%
Washburn	532	13%	17%	23%	25%	24%	26%	29%	32%
Washington	1047	29%	34%	38%	43%	44%	47%	49%	52%
Waukesha	2159	21%	25%	30%	34%	37%	39%	40%	43%
Waupaca	1078	15%	19%	26%	30%	30%	33%	39%	45%
Waushara	611	16%	21%	29%	31%	29%	33%	42%	43%
Winnebago	2909	17%	22%	26%	31%	31%	34%	38%	42%
Wood	1835	18%	24%	29%	32%	32%	34%	37%	40%
Menominee	664	6%	8%	8%	11%	12%	15%	17%	19%
Red Cliff	148	9%	12%	18%	17%	17%	22%	26%	37%
Stockbridge-Munsee	81	25%	22%	27%	31%	31%	32%	37%	37%
Lac du Flambeau	327	9%	12%	15%	16%	17%	20%	26%	26%
Bad River	122	10%	13%	14%	16%	16%	14%	10%	15%
Oneida Tribe	358	14%	19%	26%	26%	27%	30%	33%	37%
TOTAL RECIPIENTS	86000	16%	20%	25%	27%	28%	31%	34%	37%

DOLLARS($)AVG87A

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Adams	612	$2,283	$2,612	$2,477	$2,460	$2,547	$2,549	$2,876	$2,587
Ashland	601	$2,161	$2,360	$2,389	$2,406	$2,335	$2,281	$2,390	$2,438
Barron	1285	$2,293	$2,493	$2,596	$2,607	$2,633	$2,629	$2,685	$2,710
Bayfield	507	$1,938	$2,174	$2,506	$2,358	$2,149	$2,352	$2,637	$2,308
Brown	3973	$2,179	$2,300	$2,446	$2,496	$2,376	$2,511	$2,649	$2,763
Buffalo	412	$2,389	$2,300	$2,413	$2,289	$2,299	$2,679	$2,653	$2,582
Burnett	633	$2,172	$2,265	$2,407	$2,184	$2,432	$2,298	$2,503	$2,378
Calumet	386	$2,146	$2,326	$2,395	$2,600	$2,560	$2,632	$2,686	$2,611
Chippewa	1647	$2,148	$2,361	$2,627	$2,453	$2,409	$2,619	$2,752	$2,728
Clark	802	$2,186	$2,440	$2,468	$2,383	$2,225	$2,449	$2,611	$2,499
Columbia	657	$2,178	$2,326	$2,572	$2,600	$2,539	$2,733	$2,714	$2,749
Crawford	592	$2,103	$2,076	$2,230	$2,313	$2,491	$2,380	$2,437	$2,549
Dane	4489	$2,255	$2,412	$2,523	$2,626	$2,571	$2,717	$2,734	$2,834
Dodge	1049	$2,371	$2,550	$2,516	$2,636	$2,549	$2,717	$2,622	$2,785
Door	442	$1,957	$2,105	$2,270	$2,249	$2,094	$2,268	$2,613	$2,454
Douglas	1176	$1,559	$1,690	$1,841	$1,936	$2,013	$2,063	$2,084	$2,018
Dunn	1059	$2,170	$2,529	$2,536	$2,563	$2,527	$2,862	$2,853	$2,997
Eau Claire	2900	$2,261	$2,442	$2,577	$2,613	$2,559	$2,653	$2,762	$2,758
Florence	164	$1,307	$2,176	$2,717	$2,159	$1,800	$2,049	$2,531	$2,198
Fond du Lac	1728	$2,417	$2,592	$2,605	$2,717	$2,573	$2,678	$2,747	$2,778
Forest	553	$2,145	$2,231	$2,509	$2,468	$2,510	$2,448	$2,494	$2,421
Grant	1075	$2,129	$2,414	$2,290	$2,373	$2,325	$2,489	$2,457	$2,585
Green	687	$2,465	$2,495	$2,723	$2,854	$2,560	$2,562	$2,634	$2,606
Green Lake	453	$2,239	$2,259	$2,637	$2,565	$2,400	$2,665	$2,711	$2,704
Iowa	417	$2,090	$2,330	$2,474	$2,677	$2,270	$2,534	$2,661	$2,613
Iron	196	$1,782	$1,683	$2,185	$1,663	$1,804	$1,749	$2,348	$1,902
Jackson	504	$2,173	$2,273	$2,373	$2,282	$2,412	$2,536	$2,434	$2,262
Jefferson	1203	$2,323	$2,484	$2,537	$2,638	$2,604	$2,634	$2,683	$2,828
Juneau	732	$2,252	$2,173	$2,214	$2,268	$2,378	$2,426	$2,409	$2,285
Kenosha	3694	$2,644	$2,873	$2,493	$2,767	$2,412	$2,409	$2,475	$2,440
Kewaunee	273	$2,471	$2,462	$2,736	$2,649	$2,468	$2,789	$2,672	$2,584
LaCrosse	2825	$2,240	$2,413	$2,527	$2,481	$2,429	$2,625	$2,683	$2,740
Lafayette	305	$2,257	$2,593	$2,527	$2,701	$2,390	$2,604	$2,461	$2,553
Langlade	841	$2,355	$2,427	$2,609	$2,747	$2,460	$2,604	$2,645	$2,594
Lincoln	763	$1,926	$2,361	$2,767	$2,548	$2,556	$2,594	$2,800	$2,586
Manitowoc	1663	$2,238	$2,296	$2,549	$2,550	$2,562	$2,692	$2,617	$2,861
Marathon	2414	$2,228	$2,382	$2,555	$2,559	$2,488	$2,637	$2,669	$2,784
Marinette	1190	$2,237	$2,541	$2,698	$2,593	$2,614	$2,576	$2,544	$2,602
Marquette	340	$2,152	$2,329	$2,580	$2,457	$2,496	$2,654	$2,556	$2,605
Monroe	1157	$1,962	$2,080	$2,166	$2,131	$2,231	$2,453	$2,462	$2,509
Oconto	694	$2,247	$2,437	$2,418	$2,371	$2,435	$2,419	$2,522	$2,422
Oneida	983	$2,084	$2,271	$2,499	$2,341	$2,382	$2,421	$2,522	$2,366
Outagamie	2159	$2,186	$2,389	$2,509	$2,565	$2,468	$2,596	$2,622	$2,732
Ozaukee	371	$2,365	$2,715	$2,914	$3,050	$2,986	$2,929	$2,830	$2,993
Pepin	193	$1,922	$2,540	$2,686	$2,919	$2,420	$2,582	$3,017	$2,684
Pierce	579	$1,843	$2,294	$2,264	$2,240	$2,066	$2,281	$2,183	$2,627
Polk	1145	$2,233	$2,207	$2,358	$2,343	$2,300	$2,500	$2,492	$2,536
Portage	1389	$2,300	$2,577	$2,520	$2,467	$2,349	$2,628	$2,666	$2,649
Price	326	$2,291	$2,430	$2,607	$2,383	$2,423	$2,546	$2,680	$2,711
Racine	5840	$2,645	$2,741	$2,735	$2,810	$2,630	$2,791	$2,809	$2,871
Richland	645	$2,246	$2,441	$2,426	$2,389	$2,544	$2,558	$2,631	$2,541

DOLLARS($)AVG87A

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Rock	3950	$2,161	$2,170	$2,259	$2,385	$2,369	$2,305	$2,398	$2,386
Rusk	701	$2,073	$2,211	$2,496	$2,477	$2,332	$2,540	$2,757	$2,641
St. Croix	707	$2,298	$2,218	$2,419	$2,431	$2,386	$2,557	$2,632	$2,730
Sauk	1123	$2,308	$2,460	$2,455	$2,437	$2,369	$2,526	$2,653	$2,384
Sheboygan	1802	$2,342	$2,589	$2,659	$2,812	$2,634	$2,774	$2,820	$2,844
Taylor	338	$2,124	$2,449	$2,956	$2,640	$2,223	$2,638	$2,906	$2,667
Trempealeau	691	$2,528	$2,612	$2,585	$2,466	$2,581	$2,766	$2,725	$2,738
Vernon	802	$2,161	$2,365	$2,414	$2,448	$2,416	$2,574	$2,705	$2,697
Vilas	352	$2,303	$2,310	$2,612	$2,145	$2,045	$2,497	$2,708	$2,466
Walworth	1083	$2,260	$2,431	$2,367	$2,418	$2,371	$2,461	$2,425	$2,409
Washburn	532	$1,872	$2,028	$2,240	$2,064	$2,065	$2,299	$2,371	$2,259
Washington	1047	$2,493	$2,680	$2,788	$2,850	$2,770	$2,866	$3,025	$2,959
Waukesha	2159	$2,547	$2,839	$2,827	$2,923	$2,820	$2,952	$2,968	$3,127
Waupaca	1078	$2,516	$2,544	$2,637	$2,669	$2,646	$2,705	$2,755	$2,829
Waushara	611	$2,250	$2,308	$2,584	$2,504	$2,392	$2,594	$2,601	$2,544
Winnebago	2909	$2,349	$2,471	$2,625	$2,635	$2,606	$2,732	$2,760	$2,810
Wood	1835	$2,079	$2,351	$2,611	$2,592	$2,390	$2,548	$2,672	$2,646
Menominee	664	$2,322	$2,290	$2,312	$2,109	$2,442	$2,093	$2,052	$2,223
Red Cliff	148	$1,938	$2,392	$2,795	$2,631	$2,304	$2,731	$3,286	$2,623
Stockbridge-Munsee	81	$2,951	$2,918	$2,619	$2,785	$2,834	$2,651	$2,668	$3,179
Lac du Flambeau	327	$2,040	$2,473	$2,621	$2,448	$2,424	$2,704	$2,584	$2,299
Bad River	122	$2,154	$2,161	$2,429	$2,451	$2,338	$2,522	$2,865	$2,788
Oneida Tribe	358	$2,199	$2,385	$2,468	$2,574	$2,594	$2,736	$2,612	$2,786
TOTAL RECIPIENTS	86000								

QTSANY87

PERCENT OF THE ADULT POPULATION OF 1987 AFDC RECIPIENTS NOT IN WEJT/CWEP IN 1987
AND OFF AFDC WITH EARNINGS IN THE 4TH QUARTER OF 1989
BY YEARS OF MANDATORY PARTICIPATION

YEARS IN WHICH RECIPIENT WAS A MANDATORY PARTICIPANT	TOTAL NOT IN WEJT CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
NOT IN 1987,1988 OR 1989	17331	38%	48%	60%	69%	73%	81%	88%	100%
ONLY IN 1987	4793	59%	74%	80%	83%	83%	88%	92%	100%
ONLY IN 1988	1400	8%	9%	14%	22%	42%	73%	88%	100%
ONLY IN 1989	1684	10%	14%	20%	26%	15%	15%	46%	100%
IN 1987,1988 AND 1989	1354	5%	5%	9%	8%	6%	12%	52%	100%
IN 1987 AND 1988	2843	4%	9%	32%	52%	67%	82%	90%	100%
IN 1987 AND 1989	235	37%	52%	55%	62%	36%	37%	55%	100%
IN 1988 AND 1989	1800	5%	5%	7%	2%	3%	12%	50%	100%

PERCENT OF THE ADULT POPULATION OF 1987 AFDC RECIPIENTS NOT IN WEJT/CWEP IN 1987
AND OFF AFDC WITH EARNINGS IN THE 4TH QUARTER OF 1989
BY PARTICIPATION IN WELFARE EMPLOYMENT PROGRAMS

YEARS IN WHICH RECIPIENT WAS ACTIVE IN WEOP	TOTAL NOT IN WEJT/CWEP IN 1987	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
NOT IN 1987,1988 OR 1989	20529	36%	46%	57%	65%	69%	77%	86%	100%
ONLY IN 1987	4151	53%	63%	71%	76%	77%	83%	90%	100%
ONLY IN 1988	1549	6%	9%	18%	30%	45%	60%	78%	100%
ONLY IN 1989	1608	8%	10%	16%	15%	9%	15%	50%	100%
IN 1987,1988 AND 1989	463	6%	8%	10%	11%	11%	26%	59%	100%
IN 1987 AND 1988	1973	5%	16%	35%	51%	62%	72%	85%	100%
IN 1987 AND 1989	222	14%	18%	22%	21%	14%	20%	55%	100%
IN 1988 AND 1989	945	4%	4%	5%	3%	6%	23%	54%	100%

WJ88VAR

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE OFF AFDC WITH EARNINGS IN THE 4TH QUARTER OF 1989
AVERAGE EARNINGS
BY SEX AND LEVEL OF EDUCATION

PERCENT OFF AFDC AND WORKING BY QUARTER
PERCENT OF ROW

LEVEL OF EDUCATION	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES								
12 OR MORE GRADES COMPLETED	$2,214	$2,343	$2,406	$2,496	$2,431	$2,516	$2,503	$2,495
LESS THAN 12 GRADES COMPLETED	$1,914	$1,988	$2,066	$2,132	$2,098	$2,147	$2,153	$2,055
MALES								
12 OR MORE GRADES COMPLETED	$3,246	$3,581	$3,824	$3,719	$3,540	$3,796	$3,990	$3,699
LESS THAN 12 GRADES COMPLETED	$3,072	$3,346	$3,613	$3,512	$3,317	$3,541	$3,632	$3,301

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE OFF AFDC WITH EARNINGS IN THE 4TH QUARTER OF 1989
AVERAGE EARNINGS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

PERCENT OFF AFDC AND WORKING BY QUARTER
PERCENT OF ROW

NUMBER OF MONTHS ON AFDC (1980-86)	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES								
OVER 59 MONTHS	$2,135	$2,252	$2,340	$2,436	$2,336	$2,403	$2,404	$2,337
48-59 MONTHS	$2,193	$2,279	$2,319	$2,374	$2,375	$2,454	$2,430	$2,416
24-47 MONTHS	$2,216	$2,327	$2,384	$2,452	$2,379	$2,460	$2,411	$2,377
1-23 MONTHS	$2,118	$2,240	$2,307	$2,386	$2,349	$2,412	$2,408	$2,385
0 MONTHS (NEW APPLICANT)	$2,011	$2,128	$2,186	$2,298	$2,252	$2,339	$2,370	$2,302
MALES								
OVER 59 MONTHS	$3,056	$3,318	$3,419	$3,440	$3,262	$3,336	$3,325	$3,123
48-59 MONTHS	$2,807	$3,022	$3,437	$3,356	$3,172	$3,432	$3,504	$3,214
24-47 MONTHS	$3,070	$3,432	$3,696	$3,558	$3,381	$3,628	$3,799	$3,490
1-23 MONTHS	$3,256	$3,597	$3,837	$3,736	$3,556	$3,839	$4,047	$3,696
0 MONTHS (NEW APPLICANT)	$3,379	$3,620	$3,932	$3,789	$3,584	$3,850	$4,031	$3,767

87VAR$S

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE OFF AFDC WITH EARNINGS IN THE 4TH QUARTER OF 1989
PERCENT WITH EARNINGS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	TOTAL NOT IN WEJT/CWEP IN 1987	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	16229	33%	41%	51%	59%	64%	72%	84%	100%
LESS THAN 12 GRADES COMPLETED	6814	26%	34%	44%	52%	56%	64%	78%	100%
MALES									
12 OR MORE GRADES COMPLETED	5050	38%	49%	60%	67%	68%	76%	86%	100%
LESS THAN 12 GRADES COMPLETED	3347	31%	42%	53%	59%	60%	70%	83%	100%

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE OFF AFDC WITH EARNINGS IN THE 4TH QUARTER OF 1989
PERCENT WITH EARNINGS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	TOTAL NOT IN WEJT/CWEP IN 1987	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	5056	28%	35%	45%	53%	60%	68%	81%	100%
48-59 MONTHS	2219	28%	37%	46%	55%	61%	69%	82%	100%
24-47 MONTHS	5291	31%	39%	48%	56%	61%	68%	81%	100%
1-23 MONTHS	7432	35%	42%	52%	59%	63%	71%	83%	100%
0 MONTHS (NEW APPLICANT)	3045	29%	39%	52%	60%	65%	72%	83%	100%
MALES									
OVER 59 MONTHS	1159	25%	34%	46%	52%	53%	65%	80%	100%
48-59 MONTHS	710	27%	38%	51%	57%	60%	70%	81%	100%
24-47 MONTHS	1911	35%	44%	56%	63%	64%	73%	84%	100%
1-23 MONTHS	3299	41%	52%	63%	68%	68%	76%	87%	100%
0 MONTHS (NEW APPLICANT)	1318	35%	49%	61%	69%	70%	78%	87%	100%

VAR87A#

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	TOTAL NOT IN WEJT/CWEP IN 1987	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	40157	17%	22%	26%	30%	31%	34%	37%	40%
LESS THAN 12 GRADES COMPLETED	25121	11%	13%	17%	19%	20%	22%	24%	27%
MALES									
12 OR MORE GRADES COMPLETED	11258	22%	28%	35%	37%	36%	40%	43%	45%
LESS THAN 12 GRADES COMPLETED	9463	15%	20%	25%	27%	27%	29%	33%	35%

ALL 1987 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	TOTAL NOT IN WEJT/CWEP IN 1987	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	14732	13%	16%	20%	23%	25%	27%	31%	34%
48-59 MONTHS	6117	14%	18%	22%	25%	27%	30%	33%	36%
24-47 MONTHS	14578	15%	19%	23%	26%	27%	30%	33%	36%
1-23 MONTHS	20224	17%	21%	25%	28%	29%	31%	34%	37%
0 MONTHS (NEW APPLICANT)	9627	13%	17%	22%	25%	26%	27%	30%	32%
MALES									
OVER 59 MONTHS	3453	11%	16%	21%	23%	23%	26%	31%	34%
48-59 MONTHS	1854	14%	19%	24%	28%	28%	31%	34%	38%
24-47 MONTHS	4724	19%	23%	29%	32%	31%	34%	38%	40%
1-23 MONTHS	7481	23%	29%	35%	37%	36%	39%	42%	44%
0 MONTHS (NEW APPLICANT)	3209	20%	27%	33%	36%	35%	39%	40%	41%

AID#88A

ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Adams	405	19%	16%	25%	24%	29%	34%	40%	51%
Ashland	559	20%	19%	21%	24%	31%	36%	43%	49%
Barron	1144	17%	13%	24%	27%	33%	38%	45%	54%
Bayfield	286	21%	17%	27%	33%	36%	43%	54%	62%
Brown	3686	19%	16%	18%	20%	27%	31%	38%	45%
Buffalo	333	20%	18%	23%	27%	35%	40%	49%	55%
Burnett	363	21%	19%	33%	39%	41%	46%	50%	58%
Calumet	317	23%	20%	28%	24%	34%	43%	50%	55%
Chippewa	1426	16%	15%	21%	26%	32%	38%	44%	51%
Clark	450	21%	17%	29%	38%	50%	54%	59%	66%
Columbia	593	22%	19%	22%	28%	36%	43%	49%	61%
Crawford	430	19%	21%	27%	31%	42%	48%	57%	66%
Dane	4029	19%	16%	17%	21%	29%	35%	40%	46%
Dodge	861	21%	19%	25%	31%	37%	43%	51%	58%
Door	475	24%	19%	23%	24%	30%	39%	53%	62%
Douglas	831	24%	20%	23%	26%	32%	37%	45%	51%
Dunn	972	22%	21%	25%	26%	33%	38%	45%	53%
Eau Claire	2149	19%	15%	18%	21%	27%	31%	36%	41%
Florence	86	37%	31%	41%	40%	48%	55%	63%	66%
Fond du Lac	1085	17%	17%	27%	32%	38%	43%	49%	58%
Forest	474	16%	9%	14%	23%	31%	34%	41%	48%
Grant	654	19%	18%	29%	35%	42%	48%	56%	62%
Green	528	22%	20%	28%	37%	44%	48%	56%	65%
Green Lake	281	20%	22%	30%	36%	38%	46%	57%	63%
Iowa	286	19%	18%	31%	35%	42%	50%	55%	66%
Iron	118	23%	16%	36%	50%	58%	62%	68%	74%
Jackson	336	22%	23%	28%	25%	34%	41%	48%	57%
Jefferson	927	24%	20%	28%	32%	37%	44%	51%	59%
Juneau	526	17%	14%	28%	33%	39%	44%	55%	62%
Kenosha	2753	24%	21%	25%	26%	31%	37%	43%	48%
Kewaunee	279	27%	23%	29%	24%	33%	37%	48%	57%
LaCrosse	1607	22%	20%	21%	24%	30%	35%	40%	48%
Lafayette	177	14%	11%	22%	37%	46%	45%	53%	58%
Langlade	551	16%	18%	29%	32%	36%	42%	54%	61%
Lincoln	638	21%	18%	29%	32%	38%	43%	54%	61%
Manitowoc	1450	17%	15%	19%	22%	27%	34%	42%	51%
Marathon	2064	19%	17%	20%	23%	29%	35%	42%	49%
Marinette	990	16%	15%	21%	26%	32%	38%	48%	55%
Marquette	237	26%	24%	30%	37%	46%	51%	58%	66%
Monroe	994	19%	19%	21%	25%	33%	41%	50%	57%
Oconto	365	25%	21%	31%	39%	42%	49%	56%	61%
Oneida	925	17%	15%	19%	22%	28%	34%	44%	54%
Outagamie	1963	19%	17%	21%	25%	32%	40%	48%	56%
Ozaukee	251	25%	24%	32%	30%	43%	55%	65%	71%
Pepin	109	18%	13%	37%	45%	54%	55%	61%	69%
Pierce	420	23%	26%	33%	33%	40%	46%	57%	67%
Polk	1053	23%	20%	24%	26%	31%	38%	46%	52%
Portage	1199	15%	16%	22%	23%	26%	32%	39%	48%
Price	209	32%	26%	37%	38%	39%	45%	52%	57%
Racine	4578	18%	15%	18%	21%	27%	32%	37%	43%
Richland	434	20%	18%	26%	25%	32%	38%	48%	57%

AID%88A

ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT CWEP IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Rock	2848	22%	18%	22%	24%	32%	38%	43%	49%
Rusk	434	20%	18%	36%	33%	36%	44%	52%	59%
St. Croix	638	25%	20%	26%	31%	38%	46%	57%	65%
Sauk	982	16%	14%	22%	27%	33%	40%	49%	59%
Sawyer	553	15%	15%	25%	31%	37%	39%	45%	51%
Shawano	811	19%	18%	21%	24%	30%	38%	47%	55%
Sheboygan	1509	18%	17%	20%	23%	30%	36%	40%	47%
Taylor	308	18%	15%	19%	22%	32%	42%	48%	56%
Trempealeau	549	19%	18%	26%	24%	31%	37%	46%	57%
Vernon	550	13%	13%	25%	31%	39%	45%	47%	55%
Vilas	321	21%	18%	26%	26%	32%	43%	53%	62%
Walworth	545	27%	26%	30%	31%	42%	49%	57%	62%
Washburn	276	19%	17%	38%	41%	46%	49%	54%	62%
Washington	799	24%	21%	24%	31%	42%	49%	54%	59%
Waukesha	1842	21%	17%	19%	23%	34%	40%	47%	54%
Waupaca	920	18%	16%	23%	26%	33%	39%	48%	60%
Waushara	577	24%	19%	29%	35%	44%	52%	62%	69%
Winnebago	2135	19%	15%	23%	28%	35%	40%	45%	52%
Wood	1485	19%	16%	25%	25%	31%	36%	42%	50%
Menominee	550	15%	9%	11%	13%	19%	24%	27%	34%
Red Cliff	157	17%	16%	22%	13%	17%	24%	36%	52%
Stockbridge-Munsee	74	24%	14%	16%	26%	32%	35%	38%	49%
Lac du Flambeau	312	17%	14%	17%	15%	16%	22%	33%	36%
Bad River	149	21%	17%	13%	9%	15%	19%	21%	32%
Oneida Tribe	356	21%	17%	19%	20%	26%	31%	36%	41%
TOTAL RECIPIENTS	67536	20%	17%	22%	26%	32%	38%	45%	52%

DOLLARS($)%WO88A

ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Adams	405	6%	8%	15%	14%	14%	18%	22%	29%
Ashland	559	9%	10%	13%	14%	16%	20%	24%	27%
Barron	1144	7%	7%	14%	16%	17%	22%	26%	31%
Bayfield	286	10%	8%	14%	15%	16%	21%	29%	34%
Brown	3686	9%	8%	11%	13%	18%	21%	25%	30%
Buffalo	333	4%	6%	8%	12%	14%	17%	20%	23%
Burnett	363	8%	7%	17%	21%	19%	22%	24%	28%
Calumet	317	11%	12%	17%	17%	22%	29%	35%	37%
Chippewa	1426	7%	7%	12%	15%	18%	23%	26%	30%
Clark	450	9%	7%	17%	22%	27%	30%	33%	37%
Columbia	593	10%	10%	14%	18%	23%	29%	36%	43%
Crawford	430	5%	9%	12%	16%	20%	23%	26%	31%
Dane	4029	10%	8%	10%	13%	18%	22%	26%	30%
Dodge	861	14%	13%	18%	21%	22%	29%	34%	39%
Door	475	13%	11%	18%	16%	18%	28%	39%	43%
Douglas	831	5%	5%	6%	7%	9%	11%	14%	16%
Dunn	972	8%	9%	12%	15%	17%	22%	25%	28%
Eau Claire	2149	7%	6%	9%	12%	15%	18%	20%	23%
Florence	86	10%	9%	9%	9%	16%	17%	21%	26%
Fond du Lac	1085	8%	11%	19%	23%	27%	30%	35%	41%
Forest	474	7%	4%	8%	12%	16%	18%	22%	25%
Grant	654	9%	10%	17%	21%	23%	25%	34%	37%
Green	528	11%	11%	16%	21%	26%	28%	31%	38%
Green Lake	281	8%	14%	22%	24%	25%	30%	42%	43%
Iowa	286	9%	9%	20%	20%	26%	33%	34%	43%
Iron	118	5%	8%	14%	19%	20%	26%	28%	31%
Jackson	336	9%	12%	14%	13%	18%	22%	26%	32%
Jefferson	927	14%	13%	18%	22%	26%	30%	36%	41%
Juneau	526	8%	6%	16%	22%	22%	27%	33%	38%
Kenosha	2753	7%	7%	10%	10%	12%	14%	17%	19%
Kewaunee	279	16%	13%	18%	15%	20%	24%	32%	38%
LaCrosse	1607	9%	9%	11%	13%	16%	19%	22%	25%
Lafayette	177	3%	6%	9%	16%	20%	22%	27%	32%
Langlade	551	6%	8%	16%	16%	19%	25%	33%	36%
Lincoln	638	9%	9%	15%	18%	22%	27%	33%	38%
Manitowoc	1450	8%	8%	11%	15%	18%	23%	30%	36%
Marathon	2064	7%	8%	13%	16%	19%	24%	28%	32%
Marinette	990	6%	6%	11%	13%	14%	18%	22%	25%
Marquette	237	7%	10%	18%	20%	23%	28%	33%	34%
Monroe	994	8%	9%	12%	16%	19%	24%	30%	34%
Oconto	365	11%	10%	18%	21%	24%	30%	35%	35%
Oneida	925	8%	8%	10%	12%	16%	21%	27%	34%
Outagamie	1963	9%	10%	14%	17%	21%	27%	34%	39%
Ozaukee	251	14%	16%	19%	20%	27%	35%	43%	49%
Pepin	109	8%	8%	22%	24%	26%	25%	31%	38%
Pierce	420	6%	7%	11%	11%	14%	17%	23%	24%
Polk	1053	9%	7%	11%	12%	15%	19%	22%	24%
Portage	1199	6%	8%	13%	13%	15%	18%	26%	29%
Price	209	13%	13%	23%	25%	21%	28%	33%	35%
Racine	4578	8%	8%	10%	12%	16%	19%	22%	24%
Richland	434	7%	8%	14%	15%	20%	22%	31%	36%

DOLLARS($)%WO88A

ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Rock	2848	9%	8%	12%	13%	16%	19%	22%	24%
Rusk	434	7%	8%	16%	15%	14%	20%	23%	28%
St. Croix	638	8%	8%	12%	15%	18%	21%	26%	29%
Sauk	982	9%	8%	15%	16%	20%	27%	33%	37%
Sawyer	553	4%	7%	11%	13%	14%	17%	22%	25%
Shawano	811	10%	10%	12%	14%	18%	24%	31%	36%
Sheboygan	1509	9%	8%	13%	16%	20%	25%	28%	32%
Taylor	308	9%	7%	11%	15%	21%	26%	30%	35%
Trempealeau	549	7%	8%	13%	15%	19%	22%	28%	32%
Vernon	550	5%	5%	13%	18%	20%	21%	24%	28%
Vilas	321	10%	9%	12%	13%	15%	24%	30%	35%
Walworth	545	12%	12%	16%	16%	22%	30%	33%	35%
Washburn	276	8%	7%	18%	22%	22%	25%	25%	30%
Washington	799	16%	13%	18%	21%	29%	35%	39%	43%
Waukesha	1842	11%	9%	12%	16%	22%	26%	30%	35%
Waupaca	920	7%	8%	14%	17%	19%	25%	32%	40%
Waushara	577	9%	9%	18%	21%	20%	28%	38%	40%
Winnebago	2135	9%	8%	15%	19%	22%	26%	30%	35%
Wood	1485	9%	8%	15%	16%	18%	22%	26%	31%
Menominee	550	5%	5%	6%	7%	9%	12%	15%	17%
Red Cliff	157	4%	4%	13%	7%	8%	17%	23%	34%
Stockbridge-Munsee	74	16%	3%	8%	14%	20%	20%	22%	27%
Lac du Flambeau	312	6%	7%	8%	8%	9%	15%	21%	23%
Bad River	149	9%	9%	8%	7%	8%	9%	9%	13%
Oneida Tribe	356	7%	9%	10%	12%	15%	21%	26%	28%
TOTAL RECIPIENTS	67536	9%	8%	13%	15%	18%	22%	27%	31%

DOLLARS($)AVGN88A

ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Adams	405	$2,033	$1,846	$2,260	$1,806	$1,934	$2,259	$2,572	$2,125
Ashland	559	$1,742	$1,737	$1,909	$2,134	$2,265	$2,252	$2,517	$2,557
Barron	1144	$1,832	$1,860	$2,157	$2,445	$2,426	$2,419	$2,371	$2,442
Bayfield	286	$1,661	$1,701	$2,209	$2,097	$2,020	$2,374	$2,545	$2,445
Brown	3686	$1,501	$1,673	$2,040	$2,321	$2,207	$2,374	$2,560	$2,633
Buffalo	333	$1,771	$2,064	$2,188	$2,239	$2,212	$2,508	$2,782	$2,630
Burnett	363	$1,826	$1,716	$1,861	$1,886	$2,207	$2,139	$2,194	$2,130
Calumet	317	$1,858	$1,878	$1,964	$2,375	$2,620	$2,556	$2,492	$2,546
Chippewa	1426	$1,607	$1,890	$2,282	$2,302	$2,285	$2,497	$2,662	$2,477
Clark	450	$1,496	$1,802	$2,095	$2,174	$1,850	$2,301	$2,462	$2,271
Columbia	593	$1,919	$1,897	$2,214	$2,410	$2,264	$2,419	$2,563	$2,424
Crawford	430	$1,969	$1,697	$1,894	$2,169	$2,201	$2,173	$2,299	$2,321
Dane	4029	$1,599	$1,776	$2,062	$2,248	$2,280	$2,441	$2,495	$2,581
Dodge	861	$1,735	$1,983	$1,985	$2,331	$2,281	$2,316	$2,368	$2,407
Door	475	$1,603	$1,963	$2,504	$2,471	$2,203	$2,504	$2,726	$2,487
Douglas	831	$1,409	$1,270	$1,377	$1,678	$1,721	$1,901	$1,901	$1,848
Dunn	972	$1,797	$2,032	$2,267	$2,417	$2,478	$2,745	$2,710	$2,842
Eau Claire	2149	$1,586	$1,643	$2,216	$2,332	$2,266	$2,387	$2,475	$2,461
Florence	86	$1,323	$1,182	$1,423	$1,598	$1,683	$1,996	$2,333	$2,215
Fond du Lac	1085	$1,826	$1,710	$2,163	$2,448	$2,371	$2,551	$2,572	$2,573
Forest	474	$1,535	$1,746	$2,311	$2,156	$2,445	$2,379	$2,385	$2,190
Grant	654	$1,435	$1,791	$2,082	$2,222	$2,219	$2,296	$2,289	$2,272
Green	528	$2,266	$1,893	$2,099	$2,441	$2,304	$2,336	$2,494	$2,424
Green Lake	281	$1,812	$1,946	$2,075	$2,072	$2,129	$2,499	$2,471	$2,472
Iowa	286	$1,544	$2,104	$2,327	$2,399	$2,079	$2,244	$2,550	$2,432
Iron	118	$1,461	$1,493	$2,397	$1,731	$1,683	$1,657	$2,169	$1,836
Jackson	336	$2,273	$1,897	$2,304	$2,170	$2,106	$2,366	$2,522	$2,163
Jefferson	927	$2,127	$2,097	$2,402	$2,385	$2,281	$2,390	$2,464	$2,544
Juneau	526	$1,562	$1,678	$1,848	$2,058	$2,143	$2,205	$2,306	$2,149
Kenosha	2753	$1,578	$1,804	$2,029	$2,390	$2,079	$2,351	$2,307	$2,361
Kewaunee	279	$1,899	$1,691	$1,933	$2,471	$2,149	$2,687	$2,766	$3,048
LaCrosse	1607	$1,659	$1,688	$2,033	$2,062	$2,030	$2,191	$2,279	$2,361
Lafayette	177	$1,643	$1,538	$1,807	$2,165	$2,089	$2,334	$2,127	$2,172
Langlade	551	$1,763	$1,958	$2,291	$2,585	$2,406	$2,416	$2,331	$2,290
Lincoln	638	$1,845	$1,871	$2,272	$2,334	$2,330	$2,379	$2,651	$2,456
Manitowoc	1450	$1,777	$1,894	$2,371	$2,406	$2,376	$2,503	$2,440	$2,552
Marathon	2064	$1,652	$1,836	$2,164	$2,251	$2,232	$2,479	$2,452	$2,566
Marinette	990	$1,683	$1,737	$2,281	$2,372	$2,319	$2,349	$2,389	$2,408
Marquette	237	$2,334	$1,989	$2,304	$2,266	$2,510	$2,416	$2,134	$2,279
Monroe	994	$1,844	$1,787	$2,120	$1,963	$2,109	$2,244	$2,274	$2,322
Oconto	365	$1,736	$1,934	$1,900	$1,922	$1,975	$2,095	$2,294	$2,408
Oneida	925	$1,767	$1,781	$2,350	$2,236	$2,344	$2,403	$2,488	$2,287
Outagamie	1963	$1,502	$1,834	$2,170	$2,301	$2,164	$2,377	$2,427	$2,509
Ozaukee	251	$1,935	$2,126	$2,387	$2,848	$2,787	$2,707	$2,624	$2,861
Pepin	109	$1,935	$1,441	$2,240	$2,280	$1,996	$2,303	$2,429	$2,327
Pierce	420	$1,442	$1,934	$1,565	$2,013	$1,975	$2,224	$1,981	$2,318
Polk	1053	$1,702	$1,946	$1,990	$2,250	$1,987	$2,201	$2,328	$2,404
Portage	1199	$1,758	$1,973	$2,347	$2,413	$2,049	$2,541	$2,417	$2,441
Price	209	$2,046	$1,974	$2,054	$2,056	$2,218	$2,009	$2,337	$2,531
Racine	4578	$1,702	$1,761	$2,274	$2,457	$2,363	$2,508	$2,532	$2,661
Richland	434	$1,865	$1,915	$2,329	$2,518	$2,364	$2,487	$2,423	$2,380

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ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

COUNTY	TOTAL NOT IN WEJT/CWEP IN 1988	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
Rock	2848	$1,584	$1,828	$2,042	$2,381	$2,413	$2,348	$2,394	$2,362
Rusk	434	$1,919	$2,055	$2,427	$2,129	$2,004	$2,385	$2,527	$2,393
St. Croix	638	$1,956	$2,049	$2,351	$2,155	$2,368	$2,391	$2,431	$2,435
Sauk	982	$1,873	$1,941	$2,268	$2,221	$2,221	$2,350	$2,486	$2,135
Sawyer	553	$1,751	$1,630	$2,312	$2,830	$2,330	$2,356	$2,402	$2,217
Shawano	811	$1,409	$1,725	$1,937	$1,996	$1,873	$2,083	$2,209	$2,156
Sheboygan	1509	$1,822	$1,902	$2,283	$2,684	$2,546	$2,655	$2,640	$2,729
Taylor	308	$1,944	$1,929	$2,240	$1,924	$1,811	$2,339	$2,381	$2,372
Trempealeau	549	$1,702	$2,142	$2,296	$2,319	$2,431	$2,583	$2,506	$2,591
Vernon	550	$1,726	$1,583	$2,005	$2,121	$2,085	$2,304	$2,300	$2,374
Vilas	321	$1,159	$1,156	$2,216	$1,729	$1,892	$2,018	$2,228	$1,922
Walworth	545	$2,654	$1,647	$1,838	$2,089	$2,155	$2,190	$2,168	$2,255
Washburn	276	$1,951	$1,743	$2,289	$1,942	$1,892	$2,052	$2,526	$2,393
Washington	799	$2,202	$2,054	$2,151	$2,504	$2,403	$2,538	$2,595	$2,618
Waukesha	1842	$1,901	$2,093	$2,362	$2,725	$2,600	$2,732	$2,768	$2,810
Waupaca	920	$1,568	$1,778	$2,225	$2,484	$2,441	$2,490	$2,639	$2,611
Waushara	577	$2,099	$1,910	$2,209	$2,303	$2,320	$2,378	$2,347	$2,319
Winnebago	2135	$1,651	$1,755	$2,207	$2,429	$2,402	$2,511	$2,522	$2,544
Wood	1485	$1,690	$1,823	$2,122	$2,365	$2,100	$2,335	$2,509	$2,420
Menominee	550	$1,827	$1,613	$1,843	$1,758	$2,127	$1,841	$1,850	$2,047
Red Cliff	157	$1,382	$1,897	$2,219	$2,443	$1,996	$2,181	$2,991	$2,221
Stockbridge-Munsee	74	$1,888	$1,405	$2,237	$2,378	$2,341	$2,065	$2,204	$2,635
Lac du Flambeau	312	$1,668	$1,854	$2,424	$2,350	$2,308	$2,369	$2,503	$2,117
Bad River	149	$1,843	$1,979	$1,748	$2,215	$1,683	$2,449	$2,665	$2,811
Oneida Tribe	356	$1,735	$1,667	$2,157	$2,244	$2,276	$2,369	$2,286	$2,542
TOTAL RECIPIENTS	67536								

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ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	TOTAL NOT IN WEJT/CWEP IN 1988	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	32169	10%	10%	13%	16%	21%	25%	30%	34%
LESS THAN 12 GRADES COMPLETED	21047	6%	5%	8%	10%	12%	15%	19%	22%
MALES									
12 OR MORE GRADES COMPLETED	7537	11%	11%	20%	23%	25%	32%	37%	41%
LESS THAN 12 GRADES COMPLETED	6782	7%	8%	14%	17%	18%	22%	27%	31%

ALL 1988 ADULT AFDC RECIPIENTS NOT IN WEJT/CWEP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
PERCENT WITH EARNINGS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-87)

NUMBER OF MONTHS ON AFDC (1980-87)	TOTAL NOT IN WEJT/CWEP IN 1988	PERCENT OFF AFDC AND WORKING BY QUARTER PERCENT OF ROW: QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	13863	3%	4%	9%	13%	16%	20%	25%	29%
48-59 MONTHS	4561	5%	5%	10%	15%	18%	21%	26%	30%
24-47 MONTHS	11457	5%	6%	11%	15%	19%	22%	27%	31%
1-23 MONTHS	15406	7%	7%	13%	16%	19%	23%	26%	30%
0 MONTHS (NEW APPLICANT)	7929	27%	20%	14%	8%	13%	18%	23%	26%
MALES									
OVER 59 MONTHS	3070	3%	4%	11%	15%	16%	21%	26%	30%
48-59 MONTHS	1213	6%	6%	15%	18%	20%	24%	29%	33%
24-47 MONTHS	3167	6%	7%	17%	21%	23%	28%	33%	36%
1-23 MONTHS	4623	8%	10%	21%	25%	26%	32%	36%	39%
0 MONTHS (NEW APPLICANT)	2246	25%	20%	19%	15%	19%	28%	35%	37%

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1987 ROCK COUNTY
COMPARISON OF CONTROL AND EXPERIMENTAL GROUPS
PERCENT OF EACH GROUP
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	PERCENT COLUMN CONTROL	EXPERIMENTAL
FEMALES		
12 OR MORE GRADES COMPLETED	33%	33%
LESS THAN 12 GRADES COMPLETED	24%	25%
MALES		
12 OR MORE GRADES COMPLETED	19%	18%
LESS THAN 12 GRADES COMPLETED	21%	22%

1987 ROCK COUNTY
COMPARISON OF CONTROL AND EXPERIMENTAL GROUPS
PERCENT OF EACH GROUP
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	PERCENT COLUMN CONTROL	EXPERIMENTAL
FEMALES		
OVER 59 MONTHS	19%	23%
48-59 MONTHS	5%	6%
24-47 MONTHS	11%	12%
1-23 MONTHS	13%	12%
0 MONTHS	9%	4%
MALES		
OVER 59 MONTHS	6%	9%
48-59 MONTHS	3%	3%
24-47 MONTHS	9%	12%
1-23 MONTHS	17%	12%
0 MONTHS	8%	9%

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1987 ROCK COUNTY
EXPERIMENTAL AND CONTROL GROUPS
PERCENT OFF AFDC
BY QUARTER

	TOTAL NUMBER IN GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
CONTROL	550	30%	37%	42%	50%	54%	58%	59%	64%
EXPERIMENTAL	572	25%	30%	36%	42%	44%	49%	52%	59%

1987 ROCK COUNTY
EXPERIMENTAL AND CONTROL GROUPS
PERCENT WITH EARNINGS AND OFF AFDC
BY QUARTER

	TOTAL NUMBER IN GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
CONTROL	550	14%	19%	23%	26%	27%	32%	33%	33%
EXPERIMENTAL	572	14%	16%	21%	24%	23%	27%	29%	32%

1987 ROCK COUNTY
EXPERIMENTAL AND CONTROL GROUPS
AVERAGE EARNINGS FOR THOSE OFF AFDC
BY QUARTER

	TOTAL NUMBER IN GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
CONTROL	550	$2,416	$2,642	$2,616	$2,899	$2,805	$2,689	$2,808	$3,052
EXPERIMENTAL	572	$2,466	$2,573	$2,787	$2,622	$2,756	$2,696	$2,798	$2,832

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1987 ROCK COUNTY CONTROL GROUP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND LEVEL OF EDUCATION

	TOTAL NUMBER IN CONTROL GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	179	16%	22%	24%	30%	33%	36%	39%	37%
LESS THAN 12 GRADES COMPLETED	130	8%	10%	22%	22%	18%	28%	25%	25%
MALES									
12 OR MORE GRADES COMPLETED	105	16%	24%	30%	32%	32%	37%	41%	37%
LESS THAN 12 GRADES COMPLETED	118	14%	17%	20%	21%	23%	26%	27%	32%

1987 ROCK COUNTY CONTROL GROUP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	TOTAL NUMBER IN CONTROL GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	107	9%	9%	15%	19%	21%	32%	30%	31%
48-59 MONTHS	27	15%	26%	30%	37%	33%	30%	37%	44%
24-47 MONTHS	58	5%	14%	26%	31%	31%	33%	34%	29%
1-23 MONTHS	70	20%	21%	30%	30%	29%	37%	36%	36%
0 MONTHS	47	15%	28%	23%	28%	28%	28%	32%	28%
MALES									
OVER 59 MONTHS	35	3%	11%	14%	17%	26%	29%	31%	29%
48-59 MONTHS	15	27%	27%	27%	27%	27%	40%	47%	53%
24-47 MONTHS	37	11%	19%	30%	27%	24%	27%	27%	30%
1-23 MONTHS	91	18%	19%	23%	30%	29%	29%	31%	35%
0 MONTHS	45	20%	29%	33%	27%	29%	40%	42%	36%

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1987 ROCK COUNTY CONTROL GROUP
AVERAGE EARNINGS FOR THOSE OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES								
12 OR MORE GRADES COMPLETED	$2,156	$2,283	$2,565	$2,696	$2,487	$2,431	$2,666	$2,925
LESS THAN 12 GRADES COMPLETED	$1,552	$1,435	$1,299	$1,463	$1,652	$1,327	$1,813	$2,060
MALES								
12 OR MORE GRADES COMPLETED	$2,974	$3,606	$3,601	$4,131	$4,015	$3,821	$3,528	$4,271
LESS THAN 12 GRADES COMPLETED	$3,112	$3,158	$2,880	$3,336	$3,143	$3,468	$3,366	$3,232

1987 ROCK COUNTY CONTROL GROUP
AVERAGE EARNINGS FOR THOSE OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES								
OVER 59 MONTHS	$2,340	$2,240	$1,838	$2,120	$1,945	$1,789	$1,949	$2,197
48-59 MONTHS	$2,136	$2,015	$2,124	$1,972	$2,246	$2,254	$3,253	$2,568
24-47 MONTHS	$2,875	$2,585	$2,467	$2,476	$2,269	$2,164	$2,757	$3,338
1-23 MONTHS	$1,712	$1,949	$2,042	$2,499	$2,815	$2,234	$2,574	$2,955
0 MONTHS	$1,623	$1,813	$1,853	$2,108	$1,869	$1,945	$1,960	$2,308
MALES								
OVER 59 MONTHS	$2,054	$2,503	$2,182	$2,664	$2,712	$2,711	$2,480	$3,250
48-59 MONTHS	$3,304	$2,508	$3,994	$3,826	$3,653	$3,294	$3,151	$2,696
24-47 MONTHS	$2,814	$4,828	$3,384	$4,733	$3,668	$4,054	$4,558	$4,341
1-23 MONTHS	$2,901	$3,560	$3,510	$3,454	$3,610	$4,122	$3,434	$3,903
0 MONTHS	$3,392	$2,995	$3,103	$4,332	$4,268	$3,442	$3,598	$3,917

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1987 ROCK COUNTY EXPERIMENTAL GROUP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND LEVEL OF EDUCATION

	TOTAL NUMBER IN EXPERIMENTAL GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
12 OR MORE GRADES COMPLETED	189	16%	21%	24%	28%	28%	34%	37%	40%
LESS THAN 12 GRADES COMPLETED	141	9%	10%	13%	18%	19%	21%	23%	25%
MALES									
12 OR MORE GRADES COMPLETED	102	15%	16%	23%	27%	25%	28%	29%	34%
LESS THAN 12 GRADES COMPLETED	128	13%	15%	20%	21%	19%	20%	24%	24%

1987 ROCK COUNTY EXPERIMENTAL GROUP
THOSE WORKING AND OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	TOTAL NUMBER IN EXPERIMENTAL GROUP	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES									
OVER 59 MONTHS	132	9%	12%	16%	20%	20%	25%	23%	30%
48-59 MONTHS	36	8%	11%	14%	22%	19%	28%	39%	39%
24-47 MONTHS	70	16%	20%	23%	26%	29%	34%	36%	37%
1-23 MONTHS	68	21%	24%	25%	28%	31%	29%	38%	35%
0 MONTHS	24	13%	17%	25%	29%	25%	29%	21%	25%
MALES									
OVER 59 MONTHS	50	8%	10%	16%	12%	14%	22%	24%	32%
48-59 MONTHS	19	11%	11%	11%	21%	16%	16%	11%	21%
24-47 MONTHS	40	15%	15%	23%	20%	10%	15%	20%	20%
1-23 MONTHS	67	12%	15%	21%	27%	24%	25%	27%	31%
0 MONTHS	54	20%	22%	28%	35%	35%	31%	39%	31%

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1987 ROCK COUNTY EXPERIMENTAL GROUP
AVERAGE EARNINGS FOR THOSE OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND LEVEL OF EDUCATION

LEVEL OF EDUCATION	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES								
12 OR MORE GRADES COMPLETED	$2,449	$2,545	$2,669	$2,752	$2,841	$2,714	$2,838	$2,772
LESS THAN 12 GRADES COMPLETED	$1,731	$1,739	$2,064	$1,976	$2,052	$1,922	$1,905	$1,942
MALES								
12 OR MORE GRADES COMPLETED	$3,351	$3,381	$3,128	$2,703	$3,052	$2,883	$3,244	$3,556
LESS THAN 12 GRADES COMPLETED	$2,408	$3,006	$3,646	$3,012	$3,287	$3,529	$3,381	$3,396

1987 ROCK COUNTY EXPERIMENTAL GROUP
AVERAGE EARNINGS FOR THOSE OFF AFDC IN EACH OF 8 QUARTERS
BY SEX AND NUMBER OF MONTHS ON AFDC (1980-86)

NUMBER OF MONTHS ON AFDC (1980-86)	QT 1 1988	QT 2 1988	QT 3 1988	QT 4 1988	QT 1 1989	QT 2 1989	QT 3 1989	QT 4 1989
FEMALES								
OVER 59 MONTHS	$2,283	$2,331	$2,061	$2,514	$2,159	$2,121	$2,505	$2,469
48-59 MONTHS	$1,772	$2,168	$2,507	$1,676	$2,049	$1,948	$2,013	$1,966
24-47 MONTHS	$2,642	$2,513	$3,177	$3,126	$3,253	$2,970	$3,014	$2,753
1-23 MONTHS	$2,046	$2,238	$2,581	$2,538	$2,811	$2,941	$2,555	$2,765
0 MONTHS	$2,088	$2,301	$1,918	$1,638	$1,899	$1,679	$1,831	$1,939
MALES								
OVER 59 MONTHS	$2,944	$4,335	$3,497	$4,595	$4,505	$3,375	$3,127	$3,589
48-59 MONTHS	$2,150	$3,119	$1,578	$2,027	$3,607	$2,322	$2,946	$1,871
24-47 MONTHS	$2,652	$2,991	$2,716	$1,810	$1,953	$2,531	$3,769	$3,673
1-23 MONTHS	$3,694	$3,098	$4,580	$3,559	$3,266	$3,920	$4,124	$4,031
0 MONTHS	$2,478	$2,864	$2,894	$2,254	$2,778	$2,701	$2,588	$2,986

AFDC WELFARE EMPLOYMENT PARTICIPANTS IN WIDS AND JTPA IN THE SAME YEAR

COUNTY	TOTAL OF WIDS CLIENTS EVER ACTIVE IN JTPA	IN WIDS AND JTPA IN 1986	IN WIDS AND JTPA IN 1987	IN WIDS AND JTPA IN 1988	IN WIDS AND JTPA IN 1989
ADAMS	107	0	0	15	27
ASHLAND	244	15	6	14	21
BARRON	225	18	22	31	28
BAYFIELD	181	11	8	23	42
BROWN	632	99	136	107	1
BUFFALO	48	0	2	0	3
BURNETT	91	0	0	16	17
CALUMET	81	2	8	6	24
CHIPPEWA	329	25	44	46	29
CLARK	162	1	3	39	31
COLUMBIA	116	2	5	7	12
CRAWFORD	50	1	1	7	1
DANE	455	42	62	51	1
DODGE	307	92	36	38	17
DOOR	111	1	3	13	12
DOUGLAS	596	69	94	79	34
DUNN	84	1	0	5	11
EAU CLAIRE	519	35	65	66	33
FLORENCE	39	1	1	4	2
FOND DU LAC	411	73	61	82	18
FOREST	31	0	1	2	4
GRANT	169	18	0	12	14
GREEN	152	0	1	13	100
GREEN LAKE	47	0	3	14	8
IOWA	75	2	1	12	8
IRON	39	1	0	3	5
JACKSON	167	1	32	33	16
JEFFERSON	258	34	26	40	7
JUNEAU	56	0	1	16	1
KENOSHA	920	176	140	43	9
KEWAUNEE	39	0	2	4	5
LA CROSSE	508	86	77	66	35
LAFAYETTE	27	0	0	2	4
LANGLADE	95	3	4	5	12
LINCOLN	128	11	5	11	20
MANITOWOC	493	75	104	85	64
MARATHON	830	173	152	116	85
MARINETTE	177	34	2	16	17
MARQUETTE	87	1	9	22	10
MENOMINEE	75	3	1	3	1
MILWAUKEE	2346	257	343	307	181
MONROE	139	1	2	9	19
OCONTO	130	0	10	18	16
ONEIDA	90	7	2	3	11
OUTAGAMIE	633	101	107	82	57
OZAUKEE	33	1	1	4	13
PEPIN	24	0	0	5	3
PIERCE	39	0	2	2	3
POLK	112	1	10	9	13
PORTAGE	170	23	0	25	18
PRICE	235	0	24	58	19

AFDC WELFARE EMPLOYMENT PARTICIPANTS IN WIDS AND JTPA IN THE SAME YEAR

COUNTY	TOTAL OF WIDS CLIENTS EVER ACTIVE IN JTPA	IN WIDS AND JTPA IN 1986	IN WIDS AND JTPA IN 1987	IN WIDS AND JTPA IN 1988	IN WIDS AND JTPA IN 1989
RACINE	929	97	111	70	8
RICHLAND	59	1	1	11	7
ROCK	1284	101	465	121	48
RUSK	225	1	2	37	50
SAUK	121	0	3	8	9
SAWYER	274	2	13	48	60
SHAWANO	101	0	12	6	9
SHEBOYGAN	545	98	96	83	28
ST. CROIX	70	0	2	7	22
TAYLOR	81	5	2	0	15
TREMPEALEAU	178	2	23	6	16
VERNON	58	1	2	6	0
VILAS	81	0	7	8	13
WALWORTH	162	7	10	30	5
WASHBURN	177	2	3	30	44
WASHINGTON	128	28	24	25	12
WAUKESHA	248	24	59	54	25
WAUPACA	98	0	5	7	18
WAUSHARA	110	0	1	28	29
WINNEBAGO	630	92	101	70	35
WOOD	430	62	51	79	24
TOTAL	19108	2020	2613	2424	1619

PARTICIPATION IN WELFARE EMPLOYMENT PROGRAMS --- 1983 - 1989
FOR ALL COUNTIES

COUNTIES	WEOP 1983-84	WEOP 1984-85	WEOP 1985-86	WEOP 1986-87	WEOP 1987-88	WEOP 1988-89	ESP 10/88 -6/89	ESP 7/89- 12/89	WEJT 1987	WEJT 1988	CWEP 1987	CWEP 1988
Adams	X						X	X			X	X
Ashland		X	X				X	X				
Barron	X	X	X	X	X	X		X				
Bayfield			X				X	X				X
Brown	X	X	X	X	X	X				X		
Buffalo							X					
Burnett							X	X				X
Calumet							X	X				
Chippewa	X	X	X	X	X	X						
Clark							X	X				X
Columbia							X	X			X	X
Crawford										X		
Dane	X	X	X	X	X	X				X		
Dodge	X	X	X	X	X	X						
Door							X	X				
Douglas	X	X	X	X	X				X	X		
Dunn							X	X				
Eau Claire	X	X	X	X	X	X				X		X
Florence							X	X			X	
Fond du Lac	X	X	X	X	X	X				X		X
Forest							X	X				
Grant	X	X	X							X	X	
Green										X		
Green Lake										X		
Iowa										X		
Iron							X	X				X
Jackson									X	X		
Jefferson	X	X	X	X	X	X						
Juneau										X		
Kenosha	X	X	X	X	X				X	X		
Kewaunee							X	X				
La Crosse	X	X	X	X	X	X				X		
Lafayette										X		
Langlade							X					X
Lincoln		X	X				X	X				X
Manitowoc	X	X	X	X	X	X						
Marathon	X	X	X	X	X	X						
Marinette	X	X	X				X	X				X
Marquette							X	X			X	X
Menominee							X					X
Milwaukee	X	X	X	X	X	X		X		X		
Monroe							X	X				
Oconto							X				X	X
Oneida	X	X	X				X	X				X
Outagamie	X	X	X	X	X	X		X				
Ozaukee							X					X
Pepin							X					X
Pierce							X	X				X
Polk							X					
Portage	X	X	X				X					X
Price							X				X	X
Racine	X	X	X	X	X				X	X		
Richland										X		
Rock	X	X	X	X	X				X	X		
Rusk							X	X				X

PARTICIPATION IN WELFARE EMPLOYMENT PROGRAMS --- 1983 - 1989
FOR ALL COUNTIES (continued)

COUNTIES	WEOP 1983-84	WEOP 1984-85	WEOP 1985-86	WEOP 1986-87	WEOP 1987-88	WEOP 1988-89	ESP 10/88 -6/89	ESP 7/89- 12/89	WEJT 1987	WEJT 1988	CWEP 1987	CWEP 1988
Sauk							X	X				
Sawyer							X	X				X
Shawano							X	X				
Sheboygan	X	X	X	X	X	X						
St. Croix							X	X				
Taylor							X	X				
Trempealeau							X					
Vernon										X		
Vilas							X	X				
Walworth							X	X			X	X
Washburn							X	X				X
Washington	X	X	X	X	X	X						
Waukesha	X	X	X	X	X	X						
Waupaca							X					
Waushara							X	X				
Winnebago	X	X	X	X	X	X				X		
Wood	X	X	X	X	X	X				X		
Oneida Tribe				X	X	X				X		
Bad River							X	X				
Lac du Flambeau							X	X				
Red Cliff							X	X				
Stockbridge-Munsee							X	X				
TOTALS	27	28	29	23	23	19	44	36	5	23	8	24